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SUBMISSION  
to the  
**ROYAL COMMISSION**  
on  
**BILINGUALISM AND BICULTURALISM**  
from the  
**CIVIL SERVICE FEDERATION**  
**OF CANADA**



**THE  
CIVIL SERVICE  
FEDERATION  
OF CANADA**

**88 Argyle Avenue  
Ottawa, Canada**

**JANUARY, 1965**



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ROYAL COMMISSION ON BILINGUALISM AND BICULTURALISM  
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January 1965





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# TABLE OF CONTENTS

	PAGE
Foreword . . . . .	(i)
Introduction . . . . .	1
Research . . . . .	3
Findings . . . . .	6
Should Both English and French be given Equal Status as Official Languages? . . . . .	7
Summary . . . . .	16
Should the Teaching of Both English and French be Compulsory in Elementary Schools? . . . . .	17
Summary . . . . .	25
Should the Teaching of Both English and French be Compulsory in Secondary Schools? . . . . .	26
Summary . . . . .	33
Should Civil Servants and Employees in Industry be Required to Speak Both English and French in All Parts of Canada? If Not, Under What Circumstances Should They be Required to? . . . . .	35
Summary . . . . .	72
Should the Federal Government and Private Industry Provide Incentives to their Employees to Become Fluent in Both English and French by Providing Training Classes in Working Hours, Outside Working Hours, or by the Payment of Allowances? . . . . .	76
Summary . . . . .	90
Should Civil Servants and Employees in Industry be Required to Speak the Language of Ethnic Groups other than English or French if the Language is Spoken by Certain Percentages of the Public Served? . . . . .	92
Summary . . . . .	103
Should the Federal Government, Industrial Enterprises and Community Organizations Promote Bilingualism and Biculturalism in Canada? . . . . .	105
Summary . . . . .	113



Should the Royal Commission on Bilingualism  
and Biculturalism Concern Itself with the  
Safeguarding of the Language and Culture of  
Minority Groups other than English and French? . . . . 115

Summary . . . . . 117

Highlights of the Report . . . . . 118

Recommendations . . . . . 134

Appendix "A": List of Officers . . . . . 138

Appendix "B": Survey Questionnaire . . . . . 140

Appendix "C": Tables . . . . . 145





### Foreword

In the summer of 1964 the Civil Service Federation of Canada carried out a survey of its entire membership on certain problems of bilingualism and biculturalism facing the people of Canada at this time. This was in response to a request by the Royal Commission on Bilingualism and Biculturalism that organizations submitting briefs to it ensure that the views and recommendations expressed in the briefs were the views of their members and not merely of their executive officers or the authors of the briefs.

This report analyzes in some detail, therefore, the reactions of the 22,168 Federation members who responded to the survey. The members were asked their views on a number of pertinent questions dealing with bilingualism and biculturalism. Their responses have been examined in relation to such things as their province of residence, their sex, age, salary level, fluency of language and level of education. The reader will find each of the questions referred to listed in the Table of Contents. Because this is a detailed report the findings are summarized in the Highlights of the Report on page 118, followed by the recommendations of the Civil Service Federation on page 134. The appendices contain a list of the officers of the Federation, a copy of the survey questionnaire and a list of the tables in which the information obtained as a result of the survey has been tabulated.

A committee of the Federation consisting of Dr. J. G. Dumouchel, First Vice-President, Mr. W. A. Thivierge,





Executive Secretary, Canadian Taxation Division Staff Association, and Mr. J. M. Roney, Secretary-Treasurer, Treasury Staff Association of Canada, steered the report through its many phases before final approval by the Federation's Executive Committee. Mr. J. F. Maguire, Research Director of the Federation, acted as technical adviser to the committee and was responsible for the collation and tabulation of the information contained in the report.

As President of the Civil Service Federation of Canada, I commend this report to the earnest attention of the Royal Commission.

C. A. Edwards,  
President,  
Civil Service Federation of Canada.

January, 1965.



## SUBMISSION ON BILINGUALISM AND BICULTURALISM

### Introduction

The Civil Service Federation of Canada, which represents some 80,000 federal government employees, appeared before the Royal Commission at its preliminary hearings in Ottawa in November, 1963. The Federation stated at that time it intended at a later date to submit a written brief to the Commission on the problems of bilingualism and biculturalism, particularly as they affect federal public servants. This brief now sets forth our views on these matters which we feel are of far-reaching import and deep concern to our members.

At the preliminary hearings, the Federation stated that it felt the scope of the Royal Commission's study should be broad enough to include all aspects of the problems of bilingualism and biculturalism as they affect Canadian society as a whole, and should not concentrate unduly on those aspects affecting the Federal Public Service to the exclusion of the other elements that make up our society.

Speaking on the terms of reference of the Royal Commission, the Federation stated that, whatever the Commission's recommendations might be with respect to ensuring the bilingual and bicultural character of the Federal Public Service, the recommendations should not be such as to lead to an undue deterrence on the service careers of present federal government employees nor should they cause any weakening of the merit principle governing appointments, transfers and promotions in the Federal Service.





The Federation added that any far-reaching changes which may be recommended by the Royal Commission should take into account the human side of the equation and, therefore, should be introduced gradually over a period of time in order to permit some accommodation by the employees involved.

The Federation also pointed to the geographic nature of the problem which we stated should be given due consideration on the grounds that bilingualism in the Federal Service obviously did not present the same problem or the same degree of problem in every part of Canada. For this reason, we suggested that the Royal Commission's study should not be limited to specific geographical areas but should be broad enough to include an investigation of the incidence of bilingualism and biculturalism across Canada as a whole and in the various levels and strata of Canadian society.

At the preliminary hearing, the Federation noted that the terms of reference of the Royal Commission stated that in recommending the steps to be taken to develop the Canadian confederation on the basis of an equal partnership between the two founding races the Commission would also take into account the contribution made by ethnic groups other than French or English to the cultural development of our country and the measures that may be necessary to safeguard that contribution. The Federation stated at that time that any such measures should also be extended to members of these ethnic groups employed in the Federal Service.

The Federation noted that the Royal Commission intended to report on the role of public and private organizations in promoting bilingualism, better cultural relations and a more wide-spread appreciation of the basically





bicultural character of our country and of the subsequent contribution made by other cultures; and to recommend what should be done to improve that role. The Federation stated that such a study should include an examination not only of those organizations presently known to be promoting bilingualism and biculturalism but a comprehensive cross-section of all organizations whether they are actively promoting bilingualism and biculturalism or not. We felt that only in this manner could a true appreciation be obtained of the role currently being played by public and private organizations in promoting bilingualism and biculturalism.

#### Research

Following its presentation, the Federation was asked by the Royal Commission to ensure that whatever views and opinions were set out in its brief these would be the views and opinions of its members and not merely of its executive officers. The Federation agreed that this was a valid point and subsequently set about determining the best method of obtaining the views of its members on the problems to be covered by the Royal Commission in its study.

It was first thought that a sample survey of the Federation's membership might be undertaken. The task of conducting a complete survey of the Federation's then 75,000 members appeared a formidable one. When the difficulties of constructing a sample that would be truly reflective of the "universe" of 75,000 members were explored, however, it appeared, in view of their dispersion across the country, to be even more formidable than to attempt to survey the "universe". At the same time, the Federation rejected, as



unsuitable, the idea of constructing a sample that would contain inherent biases or would not be truly reflective of the "universe".

Accordingly, the Federation sought the assistance and co-operation of its 15 national affiliated employee associations<sup>(1)</sup> in surveying its total membership. This assistance and co-operation was freely given. The decision was made, therefore, to conduct a complete membership-wide survey even though this would obviously be more costly than a sample survey. Again, the Federation's affiliated associations agreed to co-operate wholeheartedly and to share the costs involved.

The next problem was to design an appropriate survey questionnaire. This in itself was not an easy task. The Federation set out to achieve two objectives in this respect: first, to design a questionnaire that would be sufficiently comprehensive to seek answers not only to the questions raised by the terms of reference given the Royal Commission but also to a number of the questions posed by the Co-Chairmen of the Royal Commission in their statements to the public on November 7, 1963 on the problems the Commission expected to have to come to grips with in the course of its study; and secondly, to design a questionnaire that would, notwithstanding its comprehensiveness, be sufficiently clear and readily understandable that it could be completed and, indeed, would invite completion by a large cross-section of the Canadian public, namely, 75,000 federal public employees.

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(1) A list of the officers of the Civil Service Federation and its affiliated associations, all of whom are parties to this brief, is given in Appendix "A".





Accordingly, the Federation gave a great deal of thought and study in its preparation of the survey questionnaire. Next, in order to ensure that the questionnaire properly covered a large number of the questions to which the Federation expected the Royal Commission would be seeking answers, the Federation discussed the draft of the questionnaire with Mr. Neil Morrison, one of the co-secretaries of the Royal Commission, and members of his staff and sought their assistance and advice. This was obtained and, as a result, a number of amendments as suggested by the staff of the Royal Commission were made to the draft.

The final draft of the questionnaire<sup>(2)</sup> contained two parts. The first part contained seven questions dealing with general information such as the respondents' province of residence, sex, age, salary level, language usage, and level of education. The second part contained eleven questions on bilingualism, the responses to each of which were later analyzed in terms of the information given in the first part.

We were advised shortly after this by the Research Director of the Royal Commission and his staff that the Commission intended to carry out its own survey of the Federal Civil Service. We welcomed this and the invitation we received at the time to give our views on this development. We proceeded, nevertheless, to conduct our own survey as we were firmly of the opinion that the information we would obtain from our own survey could only serve to complement whatever information the Royal Commission obtained from its survey of the Federal Service.

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(2) A copy of the survey questionnaire is shown as Appendix "B".



The Federation's survey questionnaires, therefore, were distributed, with the assistance of our national affiliates, to our 75,000 members. This involved a distribution to practically every part of Canada. A cut-off date for receipt of the completed questionnaires was established and by the cut-off date 22,510 returns, or 30% of the total distributed, were received. We understand that for a survey of this nature a 30% response was very good.

Following the survey, the returns were processed by I.B.M. and the machine runs formed the basis for the tables which set forth the information obtained in the survey<sup>(3)</sup>. This information was carefully analyzed and, in turn, forms the basis for the survey findings as reported in the next section of this submission.

### Findings

In the previous section we stated that, of 75,000 Federal public employees surveyed, responses were received from 22,510, or 30% of the total. Of these, 22,168 responses, or 29.6% of the total, were sufficiently well completed that they could be processed by I.B.M. and thus form the basis for the information shown in each of the tables in Appendix "C".

The tables included in Appendix "C" show the answers to each question asked on the problems of bilingualism and biculturalism in terms of province of residence, sex, age, income, language facility, and level of education. What this section of the submission will attempt to do, therefore, is to analyze the responses given to these questions with the

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(3) A copy of each of these tables is attached as Appendix "C".



view to providing the Royal Commission with as complete a picture as possible of the thoughts and views of Federal public servants on these problems.

Should Both English and French be Given Equal Status as Official Languages?

The first question asked of respondents with respect to the problem of bilingualism was whether they felt both English and French should be given equal status in all parts of Canada and, if not in all parts of Canada, in which particular provinces. It appeared to the Federation that, in view of the terms of reference given the Royal Commission, this was a basic question. It appears to us that if the Commission is to be concerned with the steps that may be taken to develop an equal partnership between the two founding races it should be interested in determining whether Canadians are in favour of equal status being given the languages spoken by the two founding races. The Commissioners themselves touched on this aspect of the problem in their statements to the public at the time of the preliminary hearings in Ottawa in November, 1963.

Of the total number of 22,168 public servants responding to the Federation's survey, 21,837, or 98.5%, a very high proportion indeed, responded to this particular question. Only 331 did not reply. Table 1(a) shows that, of the 21,837 respondents, 23.9% resided in Quebec, 39.2% in Ontario and less than 8% in each of the other provinces or geographic regions of Canada. Thus 63.1% of the total respondents to the question resided in either Quebec or Ontario. It is interesting to note by comparison that the Dominion Bureau of Statistics reported that, in 1963, 65.8%





of all Federal civil servants and 66.4% of all paid workers in Canada resided in either Quebec or Ontario.

Table 1(a) shows that, of the 21,837 respondents to the question, 32.2% were in favour of giving both English and French equal status in all parts of Canada. The highest percentage of respondents in any province similarly in favour were those in Quebec where 73.3% responded "yes" to this part of the question. Percentages in the other provinces reporting in favour ranged from 10.5% in Alberta to 26.6% in New Brunswick.

Although 67.8% of those responding felt that English and French should not be given equal status as official languages in all parts of Canada, many indicated that the two languages should be given equal status in some parts of Canada, e.g., Table 1(b) shows that 59.4% of all those who replied "no" to the first part of this question felt, nevertheless, that there should be equal status for the two languages in Quebec. The percentage who felt that this should be the case in the other provinces were, however, considerably smaller, ranging from less than 4% for the four Western provinces and three of the four Atlantic provinces to 8.2% for Ontario and 11.9% for New Brunswick.

Of respondents residing in the respective provinces who did not favour equal status in all parts of Canada, the percentages favouring the use of the two languages as official languages in Quebec ranged from between 50% to 60% in eight provinces to 67.9% in Prince Edward Island and 77.3% in Quebec itself. Percentages favouring equal status in the other provinces were considerably smaller. The only other provinces where the percentage was of any real significance,



say, over 10%, were New Brunswick where the percentages ranged from 4.5 to 27.1, Ontario where the percentages ranged from 3.6 to 23.5 and Manitoba where the percentages ranged from 0.5 to 13.1.

Table 2 shows that, of the total respondents to the survey, 70.2% were male and 28.8% were female; one percent did not state their sex. Of the total respondents to the question, the proportion was much the same; 70.4% were male, 28.7% were female, and 0.9% did not divulge their sex. By comparison, 73.5% of all civil servants, as reported by D.B.S. as of September 1963, were male and 26.5% were female.

The sex of respondents appeared to have no appreciable difference on the type of response made although Table 2 shows a slightly higher percentage of women than men (35.2% as against 31.1%) favouring equal status for the two languages as official throughout Canada with 26.9% of the 217 respondents who did not state their sex being also in favour.

Of the total males and females who said "no" to equal status for English and French in Canada as a whole but who favoured equal status in the individual provinces, the highest percentages for granting equal status applied, in the case of males, to Quebec (60.8%), New Brunswick (13.4%) and Ontario (7.7%) and, in the case of females, to Quebec (55.9%), Ontario (9.9%) and New Brunswick (8.1%). The percentages for the remaining provinces were insignificant.

Table 3 shows that, with respect to the age groups of respondents to the survey, the largest or modal group (31.3%) were in the 35-44 age category followed closely by those (29.4%) in the 45-54 category. Percentages for the other age groups were: 25-34 (17.6%), 55 and over (13.3%), and under 25 (7.8%).





0.6% of the respondents to the survey declined to state their age group. As shown in Table 3, the age groups of respondents to the question of granting equal status to both languages paralleled very closely the age groups of those responding to the survey as a whole. By far the largest number of respondents (60.7%) were in the age group ranging from 35-54 years. By comparison, D.B.S. reported that 56.2% of all civil servants in 1963 were in this age group. Those under 35 responding to the survey accounted for 25.4% of the total compared to 26.8% in the Civil Service as a whole. 13.3% of those responding to the survey were 55 and over compared to 14.7% in the Service as a whole. Only 0.6% of survey respondents did not state their age compared to 2.3% in the Service.

The age of respondents as shown in Table 3 was a factor in the type of response given to the question of equal status. The table shows that 49.1% of those in the age group under 25, gradually descending to 31.1% for those in the 35-44 age group and 27.3% for those in the age groups 45-55 and 55 and over, would grant equal status to both languages for Canada as a whole. Apparently the younger the age of respondents the greater the acceptance of the idea of equal status.

For those who would not favour equal status throughout Canada as a whole but would in the respective provinces, the pattern with respect to Quebec, for example, is one of descent from 63.3% in the under 25 group to 58% in the 35-44 group, rising to 60.4% in the 45-54 group and descending again to 59.7% in the 55 and over group. For Ontario the figures, while much smaller, correspond; 15.7% under 25, 7.3% in the 35-44 group, rising to 7.5% in the 45-54 group and 7.6% in the



group over 55. For New Brunswick there is a rise from 13.2% to 13.4% at the age 25 mark followed by a decline to 10% for the 55 and over group. For the Provinces of New Brunswick and Quebec, however, it is interesting to note that there is a decided similarity in responses from the various age groups. Similar data for the other provinces are of less significance.

Table 4 shows that in terms of salary earned, 9.8% of respondents to the survey were in the under \$3000 bracket, 15.9% earned \$3000-3999, 29.6% earned \$4000-4999, 22.1% earned \$5000-5999, 10.6% earned \$6000-6999, and 11.2% earned \$7000 and over; 0.8% did not state their salary level. Corresponding percentages for respondents to the question were quite similar. The salary levels of respondents to the survey appeared to be slightly higher than for the Civil Service as a whole where the corresponding percentages were: under \$3000 (11.1%), \$3000-3999 (26.7%), \$4000-4999 (32.7%), \$5000-5999 (14.1%), \$6000-6999 (5.7%), and \$7000 and over (9.7%).

As shown in Table 4 the responses favourable to granting equal status to English and French as official languages throughout Canada were in inverse ratio to the size of the salary of the respondents. The range is from 40.4% of those earning less than \$3000 per annum to 25.8% of those earning \$7000 and over.

The trend is reversed for those who would not favour equal status throughout Canada as a whole but who did favour it in the respective provinces, ranging, for Quebec, from 54.6% of those with less than \$3000 per annum to 67.4% of those with more than \$7000 per annum. For New Brunswick, except for 9.6% of those earning under \$3000, the trend is the same as for Quebec, ranging between 8.3% for the \$3000-3999





group to 15.6% of those with more than \$7000 per annum. For Ontario the trend is the reverse of that for New Brunswick and Quebec, going from 11.3% of those under \$3000 to 7.5% of those with \$7000 or more. Percentages for the other provinces are too small to be of real significance.

In Table 5 which presents data on fluency in languages used by respondents, numbers are as significant as percentages. Thus of 14,660 fluent in English only who replied to the question, 2,232 or 15.2% replied affirmatively that English and French should be given equal status as official languages throughout Canada and 12,428 or 84.8% replied in the negative. The second group, fluent in French only, and numbering 499, had 393 or 78.8% responses in favour and 106 or 21.2% opposed. Of the next group of 5,167 respondents who were fluent in English and French, 3,995 or 77.3% were in favour and 1,172 or 22.7% were opposed. Of the 830 who were fluent in English and a language other than French, 134 or 16.1% responded affirmatively and 696 or 83.9% responded "no". Of the 277 who were fluent in English, French and another language (trilingual), 173 or 62.5% expressed their agreement and 104 or 37.5% were opposed.

Of the 12,428 or 84.8% who were fluent in English and who said that they did not favour equal status for both languages throughout Canada, but did in some of the provinces, 7,160 or 57.6% favoured equal status in Quebec, 1,206 or 9.7% favoured equal status in New Brunswick and 701 or 5.6% favoured equal status in Ontario. Of 106 or 21.2% of those fluent in French who responded "no" for all Canada, but "yes" for some of the provinces, 54 or 50.9% responded "yes" for Quebec, 26 or 24.5% responded "yes" for New Brunswick and 27



or 25.5% responded "yes" for Ontario. Of 1,172 fluent in English and French who opposed equal status in Canada, 884 or 75.4% favoured equal status for Quebec, 412 or 35.2% responded in favour for New Brunswick and 408 or 34.8% for Ontario. There were 696 of 844 who were fluent in English and a language other than French of whom 463 or 66.5% favoured equal status in Quebec, 64 or 9.2% did so for New Brunswick and 42 or 6.0% for Ontario. Of the 104 trilingual respondents who did not favour equal status throughout Canada as a whole, 75 or 72.1% were in favour of equal status in Quebec, 28 or 26.9% were also in favour for New Brunswick and 22 or 21.2% for Ontario. Data for the remaining provinces or other language combinations were of considerably less significance except for Nova Scotia for which 11.3% of those who speak French and 12.5% of those who speak English and French, and for Manitoba, for which 14.2% of those who speak French and 16% of those who speak English and French, favoured equal status for both languages.

Table 6 also deals with languages but is concerned with the language spoken in the home. Of 14,867 who speak English in the home, 2,317 or 15.6% would give equal status to English and French as official languages throughout Canada, 12,550 or 84.4% would not. Of 4,045 who speak French at home, 3,326 or 82.2% favoured equal status, 719 or 17.8% did not. Of 1,672 who speak both languages at home, 1,148 or 68.7% would give equal status, 524 or 31.3% would not. Of 885 respondents who speak English and another language at home, 149 or 16.8% agreed to equal status, 736 or 83.2% did not. Responses from homes where other combinations of languages are spoken were not significant in number.





Of those who said "no" for "All Parts of Canada", 57.8% of the 12,550 who speak English at home, 72.6% of the 719 who speak French at home, 76.1% of the 524 who speak both English and French at home and 64% of the 736 who speak English and another language at home would give equal status to both languages in Quebec. For New Brunswick, 9.8% of those who speak English, 35.9% of those who speak French, 34.2% of those who speak English and French and 9.0% of those who speak English and another language at home would give equal status to the two languages. For Ontario, 5.7% of those who speak English, 36% of those who speak French, 33.2% of those who speak both languages and 7.1% of those who speak English and another language at home would give equal status. For Manitoba, it is significant that 18.4% of those 719 respondents who speak French at home, and yet would not give equal status for Canada as a whole, would make the two languages equally official in that Province. The same was true of 13.9% of the 524 respondents who speak both English and French at home. Percentages favouring equal status in the remaining provinces were comparatively small except Nova Scotia for which 13.1% of those who speak French and 11.3% of those who speak English and French at home favoured equal status.

Table 7 analyzes the responses to the question of equal status in light of the academic qualifications of the respondents. As the table shows, by far the largest group responding to the survey (44.7%) had completed secondary school. The next largest group (26.8%) had attended secondary school. Of the remainder, 2.3% had attended elementary school, 5.3% had completed elementary school, 12.1% had obtained



university credits and 7.6% had university graduation. 1.2% did not state their educational level. The corresponding percentages of those who responded to the question were practically identical. The survey might almost be considered, therefore, as one of people who were at the high school level in educational attainment. Although there are no comparable figures available for the Civil Service, D.B.S. produced figures in this respect on Federal public servants, including those in Crown Corporations, for the 1961 census. These show that, by comparison, 25.8% of public servants had completed secondary school, 38% had attended secondary school, 2.4% had attended and 20.7% completed elementary school, and 6.1% had university credits while 7% had university degrees.

Table 7 indicates that, of the respective educational levels attained, those who attained public school level were most strongly in favour of granting equal status to both languages. The percentages in favour of those attaining high school and university levels were slightly smaller.

Thus, 41.8% of the 508 respondents who attended but did not complete elementary school favoured equal status for the two languages as official throughout Canada and 58.2% rejected the idea. Of 1,159 completing elementary school, the percentage was 35.7 in favour and 64.3 opposed. Of 5,854 who attended but did not complete secondary school, 30% were in favour and 70% were not. Of 9,783 who completed secondary school, 32% were in favour and 68% were not. The responses of those with some and those with full university education paralleled those with partial and complete secondary school education.





Of those opposed to equal status throughout Canada as a whole, there were a number who approved of equal status in the provinces and here the trend was reversed. Thus for Quebec, except for those with less than complete elementary education, percentages in favour were all above 50, ranging as high as 69.3% for those with university degrees. Each increase in percentage corresponded to a further degree of academic training. Percentages in favour of equal status in the other provinces, except New Brunswick, were all less than 10. Those who favoured equal status in New Brunswick ranged from 9.3% of those who completed their elementary education to 17.0% of those with a university degree.

#### Summary

In summarizing the information obtained from the survey so far two conclusions might be drawn. In the first place, the sample of public servants responding to the survey paralleled very closely the Civil Service as a whole in terms of province of residence and classification by sex. The same was true with respect to the age of the respondents except that there tended to be slightly more of them in the middle-age (35-55) group and less of them below 25 years and above 55 years of age than throughout the Civil Service. In terms of salary level, the same holds true except that the salary level of survey respondents tended to be slightly higher than for the whole Civil Service. This was also true with respect to academic attainment. A slightly higher percentage of respondents had completed secondary school education or had attended university than was the case with Federal public servants as a whole. This would indicate that there may well be a relationship between age groups, academic attainment, and salary levels.



One would not expect young people in their early twenties, especially those with elementary or secondary school training, to have reached the same earning power as those in their forties or fifties, particularly if the latter had secondary school or university graduation.

In the second place, it would appear with respect to the responses to the question on the granting of equal status to both languages across Canada as a whole that those residing in Eastern Canada were more in favour than those in Western Canada; slightly more females than males were in favour; younger people tended to be more in favour than older people; those at lower salary levels tended to be slightly more in favour than those at upper salary levels; those with primary educational attainments were more in favour than those with advanced educational attainments; and those who were fluent in French only, were bilingual (fluent in English and French), or were trilingual (fluent in English, French and another language) were more in favour than those who were fluent in English only. Finally, there was greater support for the granting of equal status for both languages in the adjoining Provinces of New Brunswick, Quebec and Ontario than in any other part of Canada.

Should the Teaching of Both English and French  
be Compulsory in Elementary Schools?

The next question asked of respondents was whether they favoured the teaching of English and French as compulsory in elementary schools across Canada or, if not, in which particular provinces they felt the teaching of both languages at the elementary school level should be compulsory. As with the previous question, the Federation considers this one, and



the question which follows on the teaching of both languages in secondary schools, to be most important. It was, indeed, one of the questions posed by the Co-Chairmen of the Royal Commission, at the time of the Commission's preliminary hearings in Ottawa, to which they hoped organizations such as the Federation would attempt to find the answer.

Tables 8 to 14 in Appendix "C" show the tabulations of the responses to the question. These indicate that, of the 22,168 respondents to the survey, an extremely high proportion, 21,888 or 98.7%, responded to the question. Only 280 did not reply. The proportion of respondents residing in the respective provinces or geographic areas was almost identical with that for the first question which has just been discussed.

Table 8(a) shows that the responses to the mandatory teaching of both languages in public schools across Canada were almost equally divided, 10,960 or 50.1% being in favour and 10,928 or 49.9% being opposed. The favourable replies ranged from a low of 27.8% in Saskatchewan to a high of 79.1% in Quebec. Prince Edward Island and Newfoundland were next highest with 56.5% and 51.5% respectively. Percentages in excess of 40% were obtained from Nova Scotia (48.5%), New Brunswick (47.7%), Ontario (42.9%), and British Columbia (40.1%).

Of those who responded against making the teaching of both languages compulsory in elementary schools throughout Canada as a whole, 46.4% were in favour of making such teaching compulsory in Quebec. Percentages in favour of the same policy in other provinces were 8.9% for New Brunswick and 8.8% for Ontario. For all other provinces the percentage was 3% or less.





Of respondents living in the respective provinces who did not favour the compulsory teaching of English and French in elementary schools across Canada, more than 70% of those in Quebec were in favour of such a policy for that province. In Newfoundland, 78 or 40% of 195 who said "no" for all of Canada were also in favour of the compulsory teaching of English and French in elementary schools in Quebec. Other figures in excess of 40% for such a policy for Quebec included Nova Scotia residents (46.4%), New Brunswick (41%), Ontario (47.3%), Manitoba (44.8%) and Yukon and N.W.T. (46.8%). In no province was the figure below 37%.

Only three provinces produced significant figures for compulsory teaching of the two languages in elementary schools in New Brunswick. These are 13.8% of the residents of Nova Scotia, 17.4% of those in New Brunswick, and 22.5% of those in Quebec. Two figures were important for Ontario: 21.6% of Quebec residents favoured compulsory teaching of both languages in Ontario, as did 11.5% of the residents of Ontario. Only one other figure is of any importance with respect to individual provinces: 10.1% of the 1,092 residents of Quebec that were negative for "all parts of Canada" were in favour of a compulsory program for Manitoba.

Table 9 shows the attitude of the sexes towards this question. Of the 15,397 males who answered the question, 7,362 or 47.8% were in favour of teaching English and French in elementary schools throughout Canada. A slightly higher proportion of the 6,287 females responding, 3,511 or 55.8%, were likewise in favour.

Of the 73.5% of males and 25.4% of females who answered "no" for "all parts of Canada", the heaviest proportion,



46.8% of the males and 45.2% of the females, were in favour of the compulsory teaching of both languages in the public schools of Quebec. For New Brunswick, the percentages were 9.9 and 6.4 for males and females respectively, and for Ontario 8.7 and 9.5. For the other provinces, the figures were of much less significance.

Table 10 analyzes the results of the answers to the question in light of the age group to which the respondents belong. Again, youth showed a preference over age for making the teaching of both English and French compulsory in elementary schools throughout Canada. Those in favour in the age group under 25 amounted to 64.3% of the 1,714 respondents in the group, while 54.3% of 3,870 respondents in the age group 25-34 were also in favour. Slightly less than 50% were in favour in the other age groups where the range was from 45.2% to 49.2%.

There was a slight shift from these figures when those who answered "no" for "all parts of Canada" completed the questionnaire for the respective provinces. Again, a majority of those under 25 (52.9%) favoured the compulsory teaching of both languages in elementary schools in Quebec, but for all other age groups the percentages favouring compulsory teaching in elementary schools in that Province ranged between 44.3% of those between 35 and 44 to 48.5% of those over 55. Percentages for New Brunswick ranged between 8% of those under 25 to 9.3% of those between 25 and 34, and for Ontario between 8% of those in the 35-44 age group and 11.9% of those under 25. For all other provinces and age groups the data were relatively insignificant.





Those with lower salaries and those with the highest salaries favoured by more than 50% the compulsory teaching of English and French in elementary schools throughout Canada. These were 57.2% of those with less than \$3000, 52.7% of those between \$3000 and \$3999 and 51.1% of those with \$7000 or more. The remaining three groups (\$4000-4999, \$5000-5999 and \$6000-6999) were 48.0% to 48.3% in favour.

With respect to those in the various salary groups who rejected the compulsory teaching of English and French in elementary schools throughout Canada, the highest figures on a provincial basis were all between 40% and 50% in favour of the compulsory feature for the Province of Quebec but within this range the percentage gradually increased from 41.4% of those earning less than \$3000 to 49.5% for those in the \$6000-6999 group and 49.2% of those earning \$7000 or more. New Brunswick and Ontario were the next most favoured Provinces in this respect. For New Brunswick, the percentages ranged between 6.5% for those in the \$3000-3999 group to 11.2% for those in the \$6000-6999 group and 10.9% for the \$7000 and over group. For Ontario, affirmative responses ranged between 7.9% of those in the \$3000-3999 group to 9.8% of those in the \$6000-6999 group. Percentages for all other provinces ranged from fractional to 3.6% for the \$7000 and over group who favoured compulsory teaching of both languages at the elementary school level in Manitoba.

The attitude of respondents according to their fluency in one or more languages is reflected in Table 12. The English-speaking part of the Canadian population is less in favour of compulsory teaching of English and French in elementary schools than is the French-speaking part. For



example, 5,682 or 38.6% of the 14,705 respondents fluent in English only were in favour, whereas 82.1% of 496 respondents fluent in French only favoured such a policy. Of the 5,165 respondents who are fluent in English and French, 4,184 or 81% were in support. Those who are fluent in languages other than English and French as well as being fluent in one or the other of the two main languages were relatively small in numbers: English and Other (844), French and Other (9), English, French and Other (279). Of the first group, 303 or 36.3% were in favour; of the second group, 7 or 77.8% and of the third group, 204 or 73.4% were also in favour.

Of those opposing the compulsory teaching of English and French in elementary schools in all parts of Canada but favouring such a program in the respective provinces, a significant number favoured the program for the Province of Quebec. Only the English-speaking group with 44.2% fell below 50%. The French-speaking group were 50.6% in favour and, of those who speak both languages, 65.2% were in favour. For New Brunswick, 625 respondents or 6.9% of those fluent in English, and 275 respondents or 28% of those fluent in English and French, whose responses were favourable produced the only significant figures. For Ontario, 589 or 6.5% of the English-speaking respondents and 303 or 30.9% of those speaking English and French are the only figures in favour to which attention might profitably be drawn. The numbers and percentages for a compulsory teaching program at the elementary school level in the remaining provinces are relatively small, except for Nova Scotia and Manitoba where 11.5% and 13.9% respectively of those who speak both English and French were in favour.



Table 13 presents data based on the language spoken in the home. Of 14,915 English-speaking respondents, 5,816 or 39% preferred to have the teaching of the two languages made compulsory in elementary schools throughout Canada and 3,395 or 84.1% of 4,037 French-speaking respondents who replied to the question were also in favour. Of those who speak both languages, 1,272 or 75.9% favoured the compulsory feature and 314 or 35.3% of the 889 who speak English and another language at home also expressed themselves as being in favour. Other data are for insignificant numbers of respondents.

Of those opposed to the policy on a national level but favouring it at the provincial level, 4,018 or 44.2% of the 9,099 English-speaking respondents favoured a compulsory teaching program in Quebec. 411 or 64% of those who speak French at home likewise were in favour as were 271 or 67.2% of the 403 who speak both languages at home. Of 575 who speak English and another language, 285 or 49.6% favoured the compulsory teaching of both languages in Quebec. Other data for Quebec were not significant. For New Brunswick, three figures are outstanding: 622 or 6.8% of 9,099 English-speaking, 182 or 28.3% of 642 French-speaking and 120 or 29.8% of 403 who speak both languages at home were in favour of a compulsory teaching program in the elementary schools. For Ontario, three figures are also significant: 585 or 6.4% English-speaking, 194 or 30.2% French-speaking and 131 or 32.5% of those who speak both languages would prefer compulsory teaching of English and French in elementary schools. Two figures are noteworthy for Nova Scotia: 78 or 12.1% of those speaking French and 41 or 10.2% of those speaking both languages at home favoured a compulsory program for that Province's elementary schools.





The same was true for Manitoba for which 101 or 15.7% of those speaking French and 42 or 10.4% of those speaking English and French at home favoured such a program.

The level of education of respondents is dealt with in Table 14. Of 5,865 who attended secondary school replying to the question, 2,716 or 46.3% responded affirmatively as did 4,964 or 50.6% of those who completed secondary school. At the university level, 1,433 or 53.8% of 2,663 who responded were on the affirmative side and 964 or 57.7% of 1,670 who replied and who had a university degree were favourable to a compulsory program for elementary schools throughout Canada. Of 241 respondents attending elementary school and 538 respondents completing elementary school, 49.4% and 46.2% respectively were also in favour.

For Quebec, the most significant figures in favour of compulsory teaching of both languages are 1,400 or 44.5% of 3,149 respondents who attended secondary school, 2,266 or 46.8% of 4,841 who completed secondary school, 633 or 51.5% of 1,230 who had university credits and 352 or 49.9% of 706 university graduates. There were also 276 or 44% of 627 who completed primary school. For New Brunswick, the university figures are outstanding -- 130 or 10.6% of 1,230 respondents with university credits and 81 or 11.5% of 706 with a university degree responded favourably. There were 259 or 8.2% of those with some secondary school education and 421 or 8.7% of those who completed secondary school who also favoured such a program in New Brunswick. There are similar data for Ontario: 274 or 8.7% of those who attended secondary school, 409 or 8.4% of those who completed secondary school, 123 or 10% of those with university credits and 69 or 9.8% of university graduates who



supported the program for Ontario. Percentages of those in favour of a compulsory teaching program in other individual provinces were of much smaller significance.

### Summary

One significant conclusion may be drawn from the responses to the question of the compulsory teaching of English and French in the elementary schools of this country. A considerably greater number of those surveyed were in favour of such a program than were in favour of granting English and French equal status as official languages throughout Canada as a whole. It may be remembered that only 32.2% were in favour of equal status but a majority of respondents (50.1%) were in favour of the compulsory teaching of both languages at the elementary school level in all parts of Canada. It is almost as if the respondents said that as adults they were not yet ready to grant equal status across Canada to both English and French as official languages but they realized that it was desirable for the country to become much more bilingual than it is at present and that perhaps the best way to ensure this is to see that our children have every opportunity to learn both languages from the very beginning of school life.

In many ways, however, the pattern of responses to this question was similar to those of the previous question. That is to say, more Eastern Canadians than Western Canadians were in favour of the compulsory teaching of English and French in elementary schools throughout Canada; slightly more females than males were in favour; younger people tended more to be in favour than older people; those in the lower income brackets tended to be slightly more in favour than those in the higher income brackets except for those at the highest level earning





\$7000 and over; those who were fluent in French only or who were fluent in both English and French or used those languages in the home tended more to be in favour than those who were fluent in English only or who used this language in the home. The one departure from this pattern was with respect to academic attainment. Whereas those with primary education tended more to be in favour of the granting of equal status to both English and French throughout Canada than those with advanced education, the reverse was true with respect to the compulsory teaching of both English and French in elementary schools. A slightly higher proportion of those who had completed secondary school or who had attended or graduated from university were in favour of the compulsory teaching of English and French in elementary schools than those who had not obtained their secondary school graduation.

Should the Teaching of Both English and French  
be Compulsory in Secondary Schools?

The Federation considered this question, as well as the question on the teaching of English and French in elementary schools, to be basic to the whole problem of bilingualism. Respondents were asked to indicate if they agreed with the principle of the teaching of both languages in secondary schools in all parts of Canada or, if not, in which particular provinces they approved of the principle. The responses were tabulated in Tables 15 to 21 as given in Appendix "C" of this report. These show that 21,831 or 98.5% of the 22,168 respondents to the survey as a whole, again a very high proportion, replied to the question. Only 337 made no response.

Table 15(a) shows that affirmative replies were received from 11,929 respondents or 54.6% of the total who



answered the question while 9,902 or 45.4% responded negatively. The affirmative responses from the various provinces ranged from a low of 30.5% to a high of 81.7%. Favourable responses exceeded 50% in five of the ten provinces.

The heaviest affirmative response was from Quebec where 4,271 or 81.7% of a total of 5,225 respondents were in favour of the compulsory teaching of both languages. While the number of favourable replies from Ontario, 4,297, was only 26 more than the number from Quebec, it represented a percentage of 50.3% of the total. Other percentages that were higher than 50% were from Newfoundland (53.6), Prince Edward Island (59.5) and Nova Scotia (51.9). Percentages for the other provinces ranged downwards from 49.2% in New Brunswick to 30.5% in Alberta.

Although a negative response was received from 9,902 persons with regard to the compulsory teaching of the two languages in secondary schools throughout Canada, a number of them favoured such a compulsory program in one or more of the provinces. For example, 722 Quebec residents or 75.7% of the 954 who said "no" for all Canada and 1,800 Ontario residents or 42.4% of 4,247 who likewise said "no" for all Canada nevertheless were in favour of the compulsory teaching of the two languages in the secondary schools of Quebec. Between 30% and 40% of those who said "no" for all Canada and resided in the other provinces also favoured a compulsory teaching program for Quebec, the average for the country as a whole being 42.9%. The other provinces, however, where the percentage of respondents favouring a compulsory teaching program at the secondary school level was significant was New Brunswick (7.5%) and Ontario (8.5%). 19.9% of Quebec residents and 17.7% of



New Brunswick residents who did not agree with the compulsory teaching of both languages at the secondary school level throughout Canada did so for the Province of New Brunswick. For Ontario, two figures are significant: 199 Quebec residents or 20.9% of the total who said "no" for all Canada and 503 Ontario residents or 11.8% of the total who likewise said "no" for all Canada favoured the compulsory teaching of the two languages in that Province. Percentages favouring the compulsory teaching of English and French in the secondary schools of the other provinces were not significant.

Table 16 presents data with respect to this question on the basis of sex. Of 15,562 males, 15,363 responded to the question and of 6,389 females, 6,265 likewise responded. Of the 217 respondents who failed to indicate their sex, 203 replied to the question. Of the 15,363 male respondents, 8,108 or 52.8% favoured the compulsory teaching of both languages in secondary schools across Canada as did 3,735 females or 59.6% of the total responding. Again, a slightly higher percentage of females than males appeared to be in favour of steps to make the country more bilingual.

Quebec, New Brunswick and Ontario once more were Provinces in which the compulsory teaching program was preferred by those who said "no" for all Canada. Males favouring such a program in Quebec numbered 3,127 or 43.1% of those opposing the program throughout Canada; females numbered 1,070 or 42.3%. For New Brunswick, males numbered 603 or 8.3% and females 129 or 5.1%. For Ontario, the figure for males was 592 or 8.2% and for females 243 or 9.6%. Percentages for all other provinces were, both for males and females, less than 3%.





Data for age groups are presented in Table 17.

Youth again showed that it was more in favour of a compulsory teaching program throughout Canada than those in the older age groups. The number of those under 25 who favoured the compulsory teaching of the two languages in secondary schools was 1,155 or 67.7% of the total, declining to 49.8% for those 55 and over. Of remaining age groups all were over 50% in favour, the range being from 52.7% of those 45 to 54 years of age to 57.9% of those in the 25-34 age groups.

Once more those who replied in the negative for compulsory teaching throughout Canada favoured such a program for the secondary schools of Quebec, New Brunswick and Ontario more than for any of the other provinces. The percentage of those who said "no" for the country as a whole but who said "yes" for the other provinces were in every case except one less than 3%. In each age group those who favoured compulsory teaching in Quebec secondary schools ranged between 41.7% of those from 25-34 and 47.1% of those under 25. For New Brunswick, the range was from 5.6% of those under 25 to 8% of those from 25-34, thus varying the pattern shown for Quebec. There was a declining pattern of percentages for Ontario from 11.6% of those under 25, 8.9% of those in the 25-34 age group, 8.1% of those between 35-44 to 7.8% of those from 45-54 but rising, rather surprisingly, to 9.7% for those aged 55 and over.

All salary groups, except those who did not state their salary, were more than 50% in favour of compulsory teaching in secondary schools throughout Canada. As shown in Table 18, the highest percentage was 60.2% of those making less than \$3000, and the next highest was 56.8% of those earning over \$7000. For those in between the percentage range



was from 52.6% to 55.7%. Thus there was no consistent pattern except that the percentage range of favourable responses (with the exception of those not stating their salary) was fairly consistent, the spread being less than 8%.

Again, a number of those in the various salary categories who were not in favour of the compulsory teaching of English and French in secondary schools throughout Canada were in favour of such a policy for a number of the provinces. Except for the 39.1% of those in receipt of less than \$3000 per annum and the 35.9% of those whose salary was not stated, the percentages favouring compulsory teaching in Quebec secondary schools were all in excess of 40%, ranging between 42.3% for those earning \$3000-3999 and 44.6% for those earning \$7000 and over. Percentages in favour of compulsory teaching for New Brunswick secondary schools ranged between 5.4% for those in the salary bracket \$3000-3999 and 9.3% for those earning \$7000 and over. For compulsory teaching in Ontario secondary schools, the percentages were a fraction higher, ranging between 8% for those in the \$3000-3999 and \$5000-5999 salary brackets up to 10.1% for those earning \$7000 and over and 12% for those who did not state their salary level. For compulsory teaching of both languages in the other provinces, the percentages were not significant.

Table 19 presents data, according to fluency of language of respondents, regarding the compulsory teaching of both languages in secondary schools. The largest linguistic groups that replied to this question were English only (14,670), English and French (5,156), English and Other (832), and French only (501). Numbers and percentages of these same groups favouring the compulsory teaching of both languages in





secondary schools throughout Canada were English only (6,437 or 43.9%), English and French (4,283 or 83.9%), English and Other (383 or 46%), and French only (428 or 85.4%).

Of the English-speaking group that rejected compulsory teaching of English and French for all Canada, 3,296 or 40% of the total of 8,233 were in favour of such compulsory teaching in the Province of Quebec. The next largest group, 873 fluent in English and French, was 68% in favour. While the third largest group, 449 who speak English and another language, was only 44.3% in favour, the fourth largest, 73 who were fluent in French only, were 74% in favour. The number and percentage of the remaining language groups was relatively small. The two largest groups favouring the compulsory teaching of both languages in the secondary schools of New Brunswick were 471 fluent in English only (5.7% of the total), and 219 fluent in English and French (25.1% of the total). Similarly for Ontario the same two largest groups were respectively 533 or 6.5% in favour and 253 or 29% in favour. The numbers and percentages of other language groups in these two Provinces, and in all other provinces except Quebec, who were in favour of the compulsory teaching of English and French at the secondary school level were comparatively small.

Data on the basis of language spoken in the home with respect to the compulsory teaching of the two languages in secondary schools are presented in Table 20. The groups that supplied the largest number of replies to the question were English only (14,875), French only (4,037), English and French (1,663) and English and Other (885). Favourable responses were received from these groups as follows: English only 6,561 or 44.1%, French only 3,509 or 86.9%, English and



French 1,281 or 77%, and English and Other 390 or 44.1%.

Again the numbers in the other groups were too small for the percentages to be significant.

Of those who responded against a compulsory teaching program of both languages for Canada as a whole, 3,313 or 39.8% of the English-speaking responded in favour of such a program for Quebec; 402 or 76.1% of French-speaking, 242 or 63.4% of those speaking English and French in the home and 224 or 45.3% of those speaking English and another language in the home also favoured a compulsory teaching program in both languages for Quebec secondary schools. For a compulsory teaching program in New Brunswick secondary schools, 461 or 5.5% of the English-speaking, 148 or 28% of the French-speaking, 98 or 25.7% of those speaking English and French, and 23 or 4.6% of those speaking English and another language, were in favour. Similarly for Ontario the table shows favourable responses from 523 or 6.3% of those using English, 161 or 30.5% of those speaking French, 116 or 30.4% of those using both English and French, and 30 or 6.1% of those speaking English and another language at home. Other significantly favourable responses to the teaching of both languages at the secondary school level were recorded for Nova Scotia where 60 or 11.4% of those speaking French at home, and for Manitoba where 75 or 14.2% of those using French at home were in favour.

The responses to the question of compulsory teaching of the two languages arranged on the basis of educational attainment are tabulated in Table 21. Favourable replies exceeding 50% were received from all groups except for those who had completed elementary school (48.8%) and those who did not state their education (48%). The highest percentage of



favourable responses was received from those with a university degree (62.9%). Next highest were those who had university credits (59.1%) followed by those who had completed secondary school (55.1%), those who had attended secondary school (51.2%), and those who had attended elementary school (50.1%).

In this table the percentages of those who said "no" for all Canada but "yes" for Quebec ranged from 36.4% of those who attended elementary school to 48.5% of those who attended university. For all groups in between the percentages varied only between 40.3% and 44.9%, indicating a fairly consistent pattern. This does not include the small number who did not state their educational level who were only 31.9% in favour. For New Brunswick, none of the percentages was outstanding, the range being from 6.8% of those who attended secondary school to 10.1% of those with university graduation. The same was true for Ontario where the range of favourable responses was between 7.6% of those who completed elementary school to 10.5% of those with a university degree. Data for the other provinces were not significant.

#### Summary

The conclusion that may be drawn from an examination of the responses to this question is that the pattern of responses is quite similar to that which emerged for the previous question. Once again, those residing in Eastern Canada were more in favour of the teaching of both languages in the schools of this country than were those living in Western Canada. Respondents in all but one of the six Eastern provinces were more than 50% in favour of the teaching of English and French in secondary schools throughout Canada whereas none of the four Western provinces were 50% or more





in favour. The range of favourable responses from the six Eastern provinces was between 49.2% and 81.7% whereas in the four Western provinces the percentage of favourable responses ranged between 30.5% and 43.1%.

Similarly, females were more in favour (59.6% to 52.8%) than males; younger people were more in favour than older people, the percentage in favour declining from 67.7% for those under 25 to 49.8% for those over 55. Those in the lower income brackets also tended to be more in favour than those in the higher income brackets, although, once again, the curve dipped to a low for those in the middle salary groups and rose slightly for those at the highest salary levels. Those fluent in French only, fluent in English and French, or who were trilingual in English, French and another language were more in favour than those fluent in English only. The same pattern held for those using these languages at home. Once again, those with higher academic educational attainments were more in favour of the teaching of English and French in secondary schools throughout Canada than those with lower scholastic attainments. It may be remembered that this was also the case with those in favour of such a program at the elementary school level. This was a departure in both cases, however, from the response to the granting of equal status to both languages across Canada as a whole.

The picture that may be said to have developed from an examination thus far of the three questions concerning the development of Canada as a more bilingual country is that the majority of Canadians are not yet ready to see both languages given equal status as official languages in all parts of Canada, although they are more amenable at the moment to this



development in the adjoining Provinces of New Brunswick, Quebec and Ontario than elsewhere in Canada.

On the other hand, if the respondents to this survey reflect the attitude of most Canadians, then Canadians are prepared right now to see both languages be given equal status as languages to be taught, on a compulsory basis if necessary, in the elementary and secondary schools of this country. What this may mean, in view of the present constitutional requirement in Canada that individual provinces have exclusive rights to control their own educational curricula, the Federation leaves to the Royal Commission to ponder. Certainly, it may indicate that provincial educational authorities may have to move if they are to keep in line with public opinion on the matter of the teaching of both languages in the school systems of this country. There seems to be little doubt that public servants, at any rate, are prepared to see Canada become more bilingual in the future than it has in the past, through the normal processes of education, rather than through any official proclamation.

Should Civil Servants and Employees in Industry be Required to Speak Both English and French in All Parts of Canada? If Not, Under What Circumstances Should They be Required to?

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Up to now this report has concentrated on the reaction of the large group of Federal public servants that constitute the membership of the Civil Service Federation as to the general usage of both English and French throughout Canada as a whole and in the respective provinces. This segment of the whole problem of bilingualism has been dealt with in the first three questions of Part II of the Federation survey. The report now turns to an examination of the responses of these





public servants to the specific application of the principles of bilingualism both as it might affect them as public servants and as it might affect their counterparts in industry. This aspect of the problem is dealt with in the next six questions of the survey.

The reason for this examination is, we think, self-evident. Indeed, it stems from the very terms of reference of the Royal Commission where the Commission is directed "to report upon the situation and practice of bilingualism within all branches and agencies of the federal administration - including Crown corporations - and in their communications with the public and to make recommendations designed to ensure the bilingual and basically bicultural character of the federal administration."

The question naturally arises, however, as to why public servants, or the Civil Service Federation, should be concerned with the application of these principles to employees in industry. There are two reasons for this. In the first place, as the Federation pointed out at the preliminary hearings, if the Royal Commission, by its terms of reference, is to report on the existing status of bilingualism and biculturalism in Canada, then the scope of the Commission's study should be broad enough to include all aspects of the problem as it affects Canadian society as a whole, and should not concentrate unduly on those aspects affecting the Federal Public Service. Secondly, the problem appears to have been recognized by one of the Co-Chairmen of the Royal Commission when he posed this question in the public statement by the Commissioners on November 7, 1963, "Have you experienced language difficulties in any organization or business with



which you are associated or with which you deal?"

Accordingly, this report will analyze the responses to the next six questions of the Federation's survey in terms of their application first to civil servants and then to employees in industry.

Question 11 of the survey asked respondents to indicate whether they feel civil servants should be required to speak both English and French in all parts of Canada, (11 a), in Ottawa, (11 b), or outside Ottawa in areas where the minority language is spoken in varying degrees by up to 50% of the public served in the area, (11 c). Question 12 requested similar responses with respect to employees in industries with offices across Canada except that the industries' head offices were substituted for Ottawa, the latter being considered as the "head office", so to speak, of the Federal Government.

Up to this point, it has been possible to treat each survey question as an entity in itself with data based on numbers and percentages of responses to individual questions in relation to responses to the survey as a whole. Because Questions 11 and 12 are tripartite questions, however, which permit a variety of responses to each question; for example, a respondent might answer part (a) without answering part (b) or (c), or might answer part (a) and (b) without answering part (c), or might answer part (a) and (c) without answering part (b), and so on, and because tabulation of the data in response to these questions would necessitate a tremendously large number of presentations, it was decided that the responses to the survey rather than to each individual question would be used in presenting data in relation to the information



contained in Questions 1 to 7. Further, because, as indicated earlier, the information sought in reply to Question 11 closely parallels that sought in reply to Question 12, the parts of Question 12 that parallel the parts of Question 11 have been treated in immediate sequence, one to the other, i.e. as tabulated in the appropriate tables included in Appendix "C".

Tables 22 to 35 inclusive present data obtained from the respondents to the survey in reply to Questions 11 and 12. Parts (a) and (b) of both questions are treated in Tables 22 - 28, inclusive, and are discussed immediately below. The replies to part (c) in both questions are presented in Tables 29 - 35, inclusive, and are discussed following the analysis of parts (a) and (b).

With respect to the question of the extent to which civil servants should be required to speak both English and French in all parts of Canada, Table 22(a) shows that only 4,480 or 20.2% of the respondents to the survey are in favour and 16,269 or 73.4% are opposed; 1,419 or 6.4% did not state their position. The largest number and the largest percentage of favourable replies, 3,275 or 61.8% of a total of 5,299, came from Quebec. The next highest number, 683, came from Ontario and represented 7.9% of a total of 8,696 respondents, while the next highest percentage, 15%, represented 180 out of a total of 1,203 respondents in New Brunswick. Affirmative responses from the other provinces were in every case less than 10% with the exception of the Yukon/N.W.T. which had eight favourable replies, or 10.8% of a total of 74.

The answers to whether employees in industries across Canada should be required to speak both languages in





all parts of Canada resulted in slightly smaller favourable percentages than for civil servants. Table 22(a) shows that 3,855 or 17.4% of respondents were in favour and 16,267 or 73.4% were opposed. The balance did not take a position on the question. Favourable responses from the provinces were: Quebec 2,740 or 51.7%, Ontario 624 or 7.2%, New Brunswick 162 or 13.5%. An interesting feature of this tabulation is the figure for Newfoundland which gave 50 favourable replies from 402 respondents, or 12.4% of the total. Replies from all other provinces were less than 10% in favour.

The other parts of these two tables deal with Ottawa and the head offices of industries. Table 22(b) shows that 29.3% of respondents favoured the idea that both English and French should be compulsory for civil servants in Ottawa, while 48.2% were opposed and 22.5% did not state their positions. Of 5,229 Quebec residents, 2,998 or 56.6% were in favour, while 121 or 30.1% of 402 Newfoundland residents also shared this view. More than 20% of the residents of Prince Edward Island, Nova Scotia, Ontario and British Columbia were also in favour. In the remaining provinces the figure was less than 20%. The percentage of those who did not state their position was relatively high, possibly because it includes those who responded to part (a) of the question and, therefore, did not wish to respond to part (b). Percentages not responding to part (b) ranged between 13.3% for Saskatchewan to 34.2% for Quebec and 36.7% for those whose province of residence was not stated.

The figures favouring the compulsory use of English and French in the head offices of industries were lower than for the same requirement for civil servants in Ottawa, the



average being only 19.1%. On the other hand, 43.5% were opposed to the idea and 37.4% did not take a position. It is interesting to note that no province reported as high as 50% in favour of the idea. The highest favourable percentage was 41.8% for Quebec although only 10.6% responded "no", with 47.6% not stating a position. The next highest favourable figure was for Newfoundland where 22.9% approved, 40.8% disapproved and 36.3% did not state their position. All other provinces provided less than 20% favourable responses, ranging downward from 16.2% for Prince Edward Island to 9.2% for British Columbia.

Table 23(a) presents information in relation to the bilingual requirement for civil servants throughout Canada on the basis of the sex of the respondents. Of the total numbers of males, 2,990 or 19.2% favoured the proposal that civil servants in all parts of Canada should be required to speak both languages, and 11,662 or 74.9% were opposed, the remainder not stating their position. Of the females, 1,452 or 22.7% were in favour, 445 or 69.7% were opposed and the balance did not take a position.

The second part of this table presents figures on the bilingual requirement for employees in industry throughout Canada. In this case, 16% of the males, and 20.9% of the females were in favour of the requirement to speak both languages. Opposed were 75.5% of males, and 68.2% of females. With no stated position were 8.5% of the males, and 10.9% of the females.

With respect to the requirement that civil servants in Ottawa should speak both languages, 28.9% of the males and 30.6% of the females were in favour. Opposed were 50.2% of





the males and 43.2% of the females. Those not taking a position were 20.9% of the males and 26.2% of the females.

There was less insistence on employees in company head offices to meet this requirement. Those in favour of the proposition were: males 18.1% and females 21.6%. Opposing the requirement were: males 45.5% and females 38.8%. Those not taking a position amounted to 36.4% of the males and 39.6% of the females.

Answers to the same questions analyzed on the basis of the age of respondents are tabulated in Table 24. The highest percentage in favour of requiring civil servants throughout Canada to speak both languages was represented by 36.5% of those under 25. The balance of favourable responses ranged from 16.5% of those 45 - 54 to 23.8% of those 25 - 34 with the exception of 14.4% of those who did not state their age. There was a heavy preponderance of negative responses, all between 70% and 77.2%, except for 57.2% of those under 25.

A similar pattern in the percentages of those requiring the use of both languages in industry throughout Canada is also apparent in the table. Again, the highest percentage of favourable responses (33.6%) were from those under 25. The balance of favourable responses ranged from 13.6% of those 45 - 54 to 20.2% of those 25 - 34. The percentages of those opposing the idea were within a few decimal points of the percentages shown for civil servants in the other part of the table and ranged from 57% to 77.3%.

The response to the requirement that civil servants in Ottawa speak both languages, analyzed on the basis of age groups, produced a fairly high percentage of those under 25 in



favour (38.7%), with the next highest group (25-34) being 31.2% in favour. The range for the remaining groups was from 27% to 28.5% in favour. There were more than 50% opposed in the age groups 35-44 and 45-54, the remaining groups having more than 40% in opposition except those under 25 of whom only 33.9% were opposed. In each age group more than 20% did not state a position.

Since, for each age group, between 30% and 40% of respondents did not declare a position relative to the requirement that employees in head offices in industry should speak both English and French, the resulting responses in favour and in opposition to the requirement were lower. The highest favourable figure (30.6%) was for those under 25, succeeding age groups ranging downward from 20.1% of those aged 25-34 to 16.8% of those 55 and over. Those in opposition to the idea were between 40% and 50% of the total responding, except for those under 25 for which the figure was 29.7%.

Table 25 presents data on the basis of salary of respondents on the requirement for civil servants and employees in industry to speak both languages throughout Canada. The pattern of replies favouring this requirement for civil servants declines from a high of 28.2% for those earning less than \$3000 to a low of 10.4% for those earning \$7000 and over. The reverse pattern for responses opposing the proposition, which increases from a low of 63.1% for those earning less than \$3000 to a high of 83.9% of those earning \$7000 and over, is a natural corollary. Those not stating a position form a fairly regular pattern from 8.7% of those with salaries less than \$3000 to 5.7% of those with salaries of \$7000 or more.



Responses favouring the use of both languages by industrial employees throughout Canada are in descending order from 26.9% of those with less than \$3000 to 7.4% of those with \$7000 or more. Negative responses, of course, show a reverse order of percentages ranging from 61.3% of those earning less than \$3000 to 85% of those earning \$7000 and more.

The compulsory use of both languages by civil servants in Ottawa is favoured by 34.7% of those in the less than \$3000 group and by progressively smaller percentages in the remaining salary groups until 24.5% is reached for those earning \$7000 or more. Correspondingly, negative responses were received from 32.9% in the lowest salaried group rising to 63.5% in the highest. Those not stating a position were substantial in number, ranging between 32.5% in the lowest salaried group and 12% in the highest.

For the use of both languages by industrial employees in head offices the favourable responses were again highest for the lowest salary group (26%) and lowest for the highest paid group (11.4%). Negative replies were given in ascending order from 31.2% of the lowest paid to 55.3% of the highest paid group. Those not stating a position ranged from 42.8% of the lowest paid group to 33.2% of the highest paid.

Responses to the question of whether civil servants should be required to speak both English and French throughout Canada, based on the language fluency of respondents, produced some strikingly affirmative numbers and percentages. Favourable responses were given by 3,265 or 62.4% of those fluent in English and French, by 302 or 59% of those fluent in French, and by 134 or 48% of those who are trilingual. For those





fluent in English only, however, the figure dropped to 660 or 4.4%. The numbers in the other linguistic groups shown in the table are too small to be significant. The numbers and percentages of negative replies are complementary to the affirmative responses, ranging from 28.2% of those fluent in English and French to 90.4% of those fluent in English only.

Affirmative replies for the same requirement for employees in industry paralleled, in some instances, those for civil servants. Of those fluent in English and French 2,741 or 52.4%, of those fluent in French 301 or 58.8%, and of those who are trilingual 107 or 38.4% agreed to the requirement. Of those fluent in English alone, however, only 598 or 4% responded in favour. Again, the numbers in the other linguistic groups are relatively small. The negative responses here, too, are complementary to the affirmative replies, the percentages ranging from 29.3% of those fluent in French only to 88.6% of those fluent in English only.

Those requiring civil servants in Ottawa to speak both languages fall into a similar pattern. Affirmative responses were given by 2,724 or 18.3% of those speaking English, 297 or 58% of those speaking French, 3,026 or 57.8% of those speaking English and French, 208 or 24.6% of those fluent in English and another language, and 137 or 49.1% of those who are trilingual. Of those who said "no", the largest numerical groups were English-speaking, 9,542 or 64.2%; English plus another language, 494 or 58.5%; and English plus French, 386 or 7.4%. Again a fairly large number did not state their position. These included 17.6% of those fluent in English, 37.1% of those fluent in French,



34.8% of those speaking English and French and 32.6% of those who are trilingual.

At the head offices of industries only 10% of English-speaking respondents felt that both English and French need to be spoken by employees. Their view is shared by 48.4% of those who are French-speaking, 42.6% of those speaking English and French, 13.7% of those speaking English and another language, and 35.8% of those who are trilingual. An opposing view was taken by 57.1% of English-speaking respondents, 5.7% of French-speaking, 8.7% of those speaking both English and French, 54.9% of those speaking English and another language, and 19.7% of those who are trilingual. Again, a large proportion did not state their position. These included 33% of English-speaking, 45.9% of French-speaking, 48.7% of English and French-speaking, and 44.5% of trilingual respondents.

Table 27 presents data on the basis of language spoken in the home. The English-speaking favoured the requirement for civil servants to speak both languages in all parts of Canada to the extent of only 678 or 4.5% of their number, the French-speaking to 2,814 or 68.6%, English and French-speaking to 856 or 50.4%. The numbers in the remaining language groups were relatively small. Important negative responses were received from: English-speaking, 13,620 or 90.3%; French-speaking, 959 or 23.4%; English and French, 633 or 37.3%; and English and Other, 780 or 86.5%.

For a requirement that industrial employees speak both languages across Canada, the favourable replies that were outstanding are from French-speaking, 2,435 or 59.4%; English and French-speaking, 702 or 41.3%; and English-speaking,





607 or 4% only. Negative responses of significance were received from English-speaking, 13,356 or 88.6%; French-speaking, 1,137 or 27.7%; English and French-speaking, 708 or 41.7%; and English and Other, 782 or 86.7%.

While the requirement for civil servants to speak both languages in all parts of Canada is supported by only 4.5% of those who speak English at home, 18.6% support the idea of civil servants in Ottawa being required to use both languages. The percentage of French-speaking, on the other hand, fell from 68.6% to 60.7%. Of those speaking English and French in the home, 49.6% supported the requirement for Ottawa, which compares closely to the 50.4% supporting the requirement for Canada as a whole. Opposition to the idea was expressed by 63.8% of the English-speaking group, 2.8% of the French-speaking, 16.1% of the English and French-speaking and 56.4% of those speaking English and Other. Again, a sizeable group of respondents expressed no opinion on the requirement. These were: English-speaking 17.6%, French-speaking 36.5% and English and French-speaking 34.3%, with smaller proportions for other groups.

Generally speaking, the affirmative responses represented a smaller proportion in favour of employees being required to speak both languages at industries' head offices than for civil servants at Ottawa. Significant figures were: 10% English-speaking, 46.7% French-speaking, 36.3% English and French-speaking and 33.7% speaking English, French and another language. The negative responses do not, together with the affirmative responses, add up to more than 68% for any language group. Within this group are 56.9% English-speaking, 4.7% French-speaking, 14.2% English and French-



speaking, 54.1% English and Other and 31.3% trilingual. The reason is that, again, a large proportion took no position on the matter. This group included 48.6% French-speaking, 49.5% English and French-speaking, and percentages ranging from 32.2% to 38.1% for other linguistic groups, except for 47.8% who did not state the language spoken in the home.

The educational attainment of respondents is the basis on which the responses given in Table 28 are analyzed. Those respondents in favour of civil servants being required to use both languages in all parts of Canada ranged from 17.6% of those who attended secondary school to 33.5% of those who attended elementary school. Favourable responses from those who completed secondary school and university were 20.4% and 18.4% respectively. Those opposed to this requirement ranged from 56.9% of those with some elementary school education to 76% of those who had attended secondary school. More than 73% of those completing secondary school or those with university credits or a university degree were of the same opinion.

With respect to the same requirement for employees in industry, favourable responses ranged from 15.5% of those who attended elementary school to 34.1% of those who attended secondary school. Those who completed secondary school were 17.3% in favour as were 16.1% of those with university credits and 12.9% of those who were university graduates. Opposition to the requirement was expressed by 55.7% of those with some elementary school education, the figure rising to 61.4% of those who completed their elementary schooling and from 73.8% to 77.7% of those with higher academic attainments.



Compulsory use of both English and French for civil servants in Ottawa was approved by between 27% of those with some elementary school education and 32.6% of those who had completed their elementary schooling. The balance ranged between 27.6% and 31.5%. Disapproval of the idea was expressed by 25.4% of those with some elementary school education, and by increasing percentages at each level of education until a maximum of 53.3% was reached with those having a university degree. Substantial percentages, however, did not state their opinion. The highest percentage was 47.6% of those with partial elementary school education decreasing to a minimum of 15.3% of those with a university degree.

For the requirement for employees to speak both languages at the head offices of industries the highest percentage in favour was again from those with incomplete elementary school education (26.6%) and the lowest percentage (17%) for those with a university degree. The balance ranged from 17.6% of those with university credits to 25.6% of those completing elementary school. The highest percentage opposed to the requirement (47.3%) was for those with a university degree and the lowest (24.6%) for those with an incomplete elementary school education. The balance ranged between 30.3% of those completing elementary school and 45.3% of those completing secondary school. Again, large percentages did not state their position. These ranged from 35.7% of those with university graduation to 48.8% of those who attended elementary school.

As mentioned earlier, the replies to part (c) of Questions 11 and 12 are presented in Tables 29 - 35. These deal with the attitude of respondents towards the requirement





of civil servants and employees in industry to speak English and French on the basis of the percentage of the minority of the public served who habitually use one or the other language. This report now turns to an analysis of the responses to this part of the question. As shown in the tables, the responses have been tabulated in terms of 20%, 30%, 40% and 50% respectively of the public being served. In addition, there is a column in each table showing the percentages of those not stating a position, including those who may have responded to other parts of the question, and one for those who did not feel civil servants or industrial employees should be required to speak English and French under any circumstances. These have been tabulated as indicating no requirement.

The overall totals, expressed as percentages in Table 29(a), show that, across Canada, 3,516 or 15.9% of the respondents favour the requirement for civil servants outside Ottawa to speak English where 20% of the public speak it as a minority language; 1,246 or 5.6% favour the requirement where 30% speak it; 1,553 or 7% where 40% speak it; and 4,781 or 21.6% where it is spoken by 50% of the public served. Thus a total of 50.1% of respondents, a majority, favoured the requirement where English was spoken as a minority language by a total of up to 50% of the public served. Approximately 30% did not state their position and 20% thought there should be no requirement.

Where the minority of the public speak French to the extent of 20% there were 2,209 respondents or 10% of the total who favoured the requirement for civil servants to speak the language; 1,262 or 5.7% where 30% of the public speak



from a low of 42.9% of the respondents in Alberta to a high of 59.9% of those in Quebec who favoured civil servants speaking both English and French when at least 50% of the public served spoke English as the minority language. Four of the ten provinces, all in Eastern Canada, had majorities in favour of the requirement although in no province did the percentage opposed to the requirement equal the percentage in favour.

Among respondents residing in the respective provinces, the largest number (21.5%) who favoured the requirement where French is spoken by 20% of the public served were in Quebec. Following Quebec's 21.5%, the percentages for all other provinces are less than 10% with a high of 8.2% for Nova Scotia and a low of 4.6% for Manitoba. In the 30% group the percentages ranged from 2.7% of those in the Yukon/N.W.T. to 8.1% in Quebec. In the 40% group the result for Quebec was 7.5%, exceeded by Prince Edward Island (11.1%), Nova Scotia (10.4%), British Columbia (9.6%), and Ontario (7.9%). In the 50% group, Prince Edward Island was highest with 32.4% followed by Saskatchewan with 26%. Other percentages in favour of the requirement were between 21.2% for Manitoba and 24.7% for Nova Scotia. In the "not stated" group, the highest percentages were 35.2% for Quebec and 35% for New Brunswick with figures in excess of 30% for Newfoundland, Nova Scotia, Ontario, Manitoba, Alberta, and British Columbia. In favour of no requirement, the percentages ranged from 4.7% in Quebec to 31.8% in Manitoba. When the percentages favouring the requirement for civil servants to speak French where it is the minority language are totalled, they range from a low of 36.5% of the respondents living in Alberta to a high of



French; 1,746 or 7.9% where 40% of the public speak the language; and 5,077 or 22.9% where 50% speak it. Thus the requirement was favoured by a total of 46.4% of respondents where French was spoken by a total of up to 50% of the public served. Those not taking a position amounted to 7,380 respondents or 33.3% of the total and 4,494 or 20.3% favoured no requirement.

Analyzing the results by province of residence, it was found that where 20% of the public speak English the requirement for civil servants to speak the language was most favoured by respondents in Quebec (22.8%); favourable responses in other provinces ranged from 12.8% in Ontario and 17.2% in Saskatchewan. On the basis of 30% of the population speaking English, the requirement was again highest in Quebec (8.1%); other provinces ranged from a high of 7% in Newfoundland to a low of 3.7% in Manitoba and Saskatchewan. At the level of 40% of the population speaking English, the emphasis shifted. Prince Edward Island and Nova Scotia exceeded 10% in favour of the requirement; the other provinces ranged downward from 8% in British Columbia to 5.6% in Alberta. Where 50% of the public served speak English, the percentages requiring English to be spoken were higher. The highest was Prince Edward Island with 27.8%; other provinces ranged from a high of 24.9% in Nova Scotia to a low of 19.1% in Alberta. Seven provinces and the Yukon/N.W.T. exceeded 20% in favourable responses. The percentages not stating a position ranged from a high of 35.5% in Quebec to a low of 19.9% in Saskatchewan. Respondents in favour of no requirement ranged from a low of 4.6% in Quebec to a high of 30.8% in Saskatchewan. When the respective percentages are totalled they are found to range





60.1% of those in Quebec. Prince Edward Island and Quebec were the only two Provinces producing a majority in favour of the requirement although, again, no province had as many respondents opposed to the requirement as were in favour of it.

The requirement for employees in industry to speak English where the English-speaking public constitute a 20% minority was supported, as shown in Table 29(b), by 3,164 or 14.3% of all respondents, by 1,200 or 5.4% where the minority constituted 30% of the public served, by 1,513 or 6.8% where it was 40%, and by 4,565 or 20.6% where it was 50%. A total of 7,080 or 31.9% of the respondents did not state a position and 4,646 or 21% favoured no requirement. Thus a total of 47.1% of all respondents favoured the requirement for industrial employees where English as a minority language is spoken by up to 50% of the public served.

When the requirement to speak French, where it is a minority language, is analyzed, it is found to be favoured by 1,927 respondents or 8.7% of the total in cases where it is spoken by a 20% minority, 1,199 or 5.4% where the minority is 30%, 1,678 or 7.6% where the minority is 40%, and 4,842 or 21.8% where it is 50%. Those not stating a position amounted to 7,766 respondents or 35%, and 4,756 or 21.5% favoured no requirement. When the percentages are totalled, it is found that those favouring the requirement for employees in industry to speak French where it is spoken by up to 50% of the public served amount to 43.5% of all respondents. In this connection, it is interesting to note that in the case of both English and French the requirement for civil servants to speak the minority language exceeded the requirement for industrial employees by



about 3%. The requirement was for English: civil servants 50.1%, industrial employees 47.1%; for French: civil servants 46.4%, for industrial employees 43.5%.

When the responses for industrial employees to speak English as a minority language were analyzed by province of residence, it was found with respect to its use by 20% of the public that 20.6% of Quebec respondents favoured the idea; residents of all other provinces responding in favour were between 11.4% in Newfoundland and 15.3% in Saskatchewan. With respect to the requirement for 30% of the English-speaking public served, Quebec with 8.7% again led the other provinces where the percentage in favour ranged from 3% in Alberta to 8.1% in the Yukon/N.W.T. For 40% English-speaking minorities, Prince Edward Island was highest with 11.6%, the other provinces ranging from 4.5% in Alberta to 9.3% in Nova Scotia. Where 50% of the public served speak English, Newfoundland had the highest percentage in favour of the requirement with 26.1%, the percentages in the other provinces again ranged from a low of 17.8% in Alberta to a high of 24.2% in Nova Scotia. When these percentages are totalled, it was found that those favouring the requirement for industrial employees to speak English as a minority language ranged from 38.4% of the respondents in Alberta to 59.5% of those in Quebec. Again, four provinces, all in Eastern Canada, produced a majority in favour, and all provinces had more respondents in favour than opposed. For those not stating a position most provinces had between 30.7% as in the case of Nova Scotia and British Columbia, and 35.3% as in the case of Quebec; three Provinces, Newfoundland, Manitoba and Saskatchewan, were in the twenties. Only Prince Edward Island with 19.4% had less



than 20%. Quebec had 5.2% favouring no requirement. By contrast, Saskatchewan had 33.8%. The other provinces ranged down from 32.4% in Manitoba to 18.6% in Nova Scotia.

For the requirement for industrial employees to speak French where only 20% of the public speak the language, Quebec led with 19.5%; the balance ranged from 4% in Manitoba to 8.3% in New Brunswick. For the 30% group, Quebec again led the way with 8.7% followed by Newfoundland with 5.7%, other percentages ranging from 3.2% in Alberta to 5.6% in Prince Edward Island. Where the minority to be served reached 40%, the highest provincial percentages in favour of the requirement to speak French were in Prince Edward Island with 11.6% and Nova Scotia with 10.4%. The others ranged from 5.6% in Alberta to 8.3% in Quebec. For the 50% group, Newfoundland was highest with 25.6%; the other Atlantic provinces except New Brunswick with 19.5% were also high, exceeding 24%. When the favourable responses for the respective minority groups are totalled they are found to range from 33.2% in Alberta to 59.2% in Quebec which was the only Province producing a majority in favour of the requirement, although in all but one province a greater percentage of respondents favoured the requirement than were opposed to it. In the "not stated" group, all the provinces had 30% to 40% of respondents except Prince Edward Island with 24.1% and Saskatchewan with 27.9%. The largest group advocating no requirement was in Saskatchewan with 34.6%, the lowest in percentage terms was in Quebec with 5.3%. The others ranged from 19.9% in Nova Scotia to 34% in Manitoba.

Table 30 analyzes the question on the basis of sex of respondents. The table shows that 16.9% of males would





require civil servants to speak English where there is an English-speaking minority of 20%, compared to 13.3% of females. Where the minority was 30%, support for the requirement was obtained from only 6.6% of males and 3.5% of females. Support for the 40% group was not much higher, 7.2% of males and 6.5% of females favouring the idea. There was a larger proportion in favour of the 50% group, amounting to 21.2% of males and 22.5% of females. A still larger percentage characterized the sexes in the "not stated" column, amounting to 27.3% of the males and 36.2% of the females. Of those who would have no requirement, 20.8% were males and 18.1% were females. When the percentages for the respective minority groups are totalled, 51.9% of males and 45.7% of females were found to be in favour of the requirement.

Where the percentage of the public served is 20% French-speaking, 10.8% of the males and 8.1% of the females favoured the requirement for civil servants to speak French. At the 30% level, the percentages on the basis of sex are again low amounting to 6.5% of males and 3.7% of females. At the 40% level, the figures are still low, 8% of male and 7.7% of female. At the 50% level, however, 22.7% of the males and 23.5% of the females require French to be spoken. When these percentages are all totalled they account for 48% of the males and 43% of the females who favoured the requirement where French as a minority language is spoken by up to 50% of the public served. A total of 30.6% of the males and 39.5% of the females did not state an opinion and no requirement for civil servants to speak French was favoured by 21.4% of the males and 17.5% of the females.



With respect to the requirement that industrial employees be required to speak English if a 20% minority speaks the language, the favourable responses were a decimal point or two lower than for civil servants, if a 30% or 40% minority a fraction of 1% lower. In the case of 50% of the public being English-speaking, the percentages favouring the requirement for industrial employees were lower than for civil servants by 1% or less. Up to 2% more did not state a position or favoured no requirement for industrial employees compared to civil servants. In total, 48.6% of males and 43.8% of females felt that industrial employees should speak English if this is the minority language spoken by up to 50% of the public served. This compares to a 51.9% male requirement and a 45.7% female requirement for civil servants.

The pattern with regard to the requirement to speak French also does not differ substantially from that of the requirement for civil servants to speak French where it is a minority language. For the 20% minority group, 9.4% of males and 7.1% of females favoured the requirement as did 6.2% of males and 3.6% of females for the 30% minority group. For the 40% minority group, the figures were 7.7% males and 7.3% females. Larger percentages were registered for the 50% group, males being 21.4% in favour and females 22.8%. In total, the percentages in favour of the requirement where French is spoken by up to 50% of the public served were males 44.7% and females 40.9%. More women (41.1%) than men (32.5%) did not state their position but more men (22.8%) than women (18%) favoured no requirement.

Table 31 presents data on the basis of age for the requirement that civil servants and industrial employees speak



English or French in areas where minorities speaking one or other of these languages exist in various percentages of the public served. Where a minority of 20% speaks English, the highest percentage in favour of requiring civil servants to speak English was the age group 25-34 with 18.4%. The remaining age groups were fairly comparable, ranging downwards from 17.3% for those under 25 to 12.9% for those 55 and over. For the 30% minority group a pattern of lower percentages was established, those in the age group 25-34 being 7.1% in favour with the others ranging from 4.9% for those under 25, and 55 and over, to 5.7% for those 35-44. Where a 40% minority existed, the three younger groups were 7% to 8% in favour with the two older groups being 6% to 7% in favour. Larger numbers favoured the requirement where 50% of the public is English-speaking. With the exception of those in the 25-34 age group who were 19.5% in favour, all groups registered from 20% to just over 25% approval. When the percentages for the respective minority groups are totalled, the percentages in favour of the requirement for civil servants ranged from 46.8% for those 55 and over to 55.4% for those under 25. The balance were all between 49.7% and 52.3%. The two youngest age groups produced a majority in favour; the three oldest did not, although all age groups had more in favour than opposed. Those who did not state their position ranged from 28.9% in the 45-54 group to 33.1% in the 55 and over group, the balance for the three youngest groups being between 29% and 30.7%. A somewhat smaller number favoured no requirement. These ranged upwards through progressively 10-year intervals from 13.9% of those under 25 to 21.4% of those aged 45-54. The percentage for those 55 or over fell off slightly to 20.1%.





With respect to the requirement for civil servants to speak French to French-speaking minorities, the percentages for the 20% minority group ranged downwards from 12.7% of those under 25 to 8.2% of those 55 or over. Where 30% of the public speaks French, the percentages were all between 5% and 6% except for the age group 25-34 which was 7.2% in favour. A gradual decline of percentages in favour was evident for the 40% group; these ranged between 9.1% of those under 25 to 7.2% of those 55 or over. Where 50% of the public speaks French, the requirement for civil servants to speak French was supported by 25.9% of those under 25 declining to 21.3% of those 25-34 but rising again to 22.2% to 23.7% for the three oldest groups. When the percentages are totalled they reveal that those approving the requirement for civil servants to speak French where it is spoken by up to 50% of the public served range between 43.9% of those 55 and over to 53% of those under 25, the only age group with a majority in favour, although, again, no age group had as many opposed as were in favour. Between 31% of those 25-34 and 38.6% of those 55 and over did not state their position. The requirement for civil servants to speak French to minority groups was not supported by 14.6% of those under 25 up to 22.1% of those 35-44 with the remainder of the age groups falling between these two percentages.

The requirement for industrial employees to speak the language of the minority is analyzed in the second part of Table 31. Where 20% of the public served speak English, 14% to 16% of the different age groups support the requirement with the exception of those 55 and over where only 12% shared this view. Where 30% speak English, the percentages were 5%



to 6.7% in favour except, again, those 55 and over who were only 4.4% in favour. Where the minority group speaking English amounted to 40% of the public, the percentage in favour was approximately 8% for the first two age groups and 6% for the other age levels. If 50% of the public speaks English then approximately 25% of those under 25 believe that English should be spoken to that minority; for the remainder, the proportion increases from 18.6% of those 25-34 to 22.4% of those 55 and over. When the percentages for the respective minority groups are added together they range from 44.9% of those 55 and over to 53.9% of those under 25, again the only age group with a majority in favour, although, again, all age groups had more in favour than opposed. Those not stating an opinion ranged from 29.9% of those 25-34 increasing to 35.1% of those 55 and over. Those opposing the requirement ranged from 14.9% of those under 25 to 20% to 22.4% of the older age groups.

For industrial employees where the French-speaking minority was 20% the various age groups were in favour by percentages of 11.2% for the youngest level declining gradually to 6.7% for the oldest level. A range of 4.3% at the oldest level to 7% at the 25-34 level were in favour for the 30% minority. Where the minority was 40% there was a general decline from 9.1% of the under 25 group to 6.6% of the group 55 and over. In areas where the French-speaking are 50% of the public served the proportions are somewhat higher: 25.6% for those under 25, 20.3% and 20.8% for the next two age groups, rising to 23% of those 55 and over. Those who did not state their position ranged from 31.8% of those 25-34 to 40.3% of those 55 and over. Those opposing the requirement were 15.7% of the under 25 group and 19.2% to 23.6% of the



remaining groups. In total, those favouring the requirement for industrial employees with respect to all French-speaking minority groups ranged from 40.5% of those 55 and over to 51.2% of those under 25. Although this was the only group with a majority in favour all age groups had larger percentages approving the requirement than opposing it.

Table 32 shows tabulations on the basis of salary. Where a 20% English-speaking minority is served by civil servants slightly more than 18% of respondents in the \$5000-6999 salary bracket increasing to 19.2% of those with salaries of \$7000 or over would require civil servants to speak English. Descending percentages were registered for other salary groups down to 12.2% of those earning less than \$3000. Low percentages of 3.4% for the \$3000-3999 group increasing to 9.4% for the \$7000 and over group characterized the replies regarding a 30% minority. There were slightly higher percentages ranging from 6% of those earning \$3000-3999 to 8.7% of those earning \$7000 and over regarding a 40% minority. Where there is 50% English-speaking the percentages in favour of the requirement to speak English was from 24.1% of those earning less than \$3000 down to 18.7% of those earning \$7000 and over. When these percentages are totalled they show that the percentages of respondents favouring the requirement for civil servants with respect to all English-speaking minority groups increase with increases in salary from 44.9% of those at the \$3000-3999 salary level to 56.3% of those at the \$7000 and over level. A majority of those earning \$5000 and over favoured the requirement, a majority of those earning less did not, although all had more in favour than in opposition to the proposal. For those not stating a position the percentages ranged downwards





from 37.2% for those under \$3000 to 20.2% for those in the \$7000 plus group. No requirement to speak English was given by percentages that gradually increased from 16.3% of the lowest paid group to 23.5% of the highest paid.

Between 7.8% of the \$3000-3999 group and 11.4% of the \$7000 and over group prefer civil servants to speak French where the French-speaking minority is 20%. Where the minority is 30% the percentages range between 3.5% for the \$3000-3999 group and 9.5% for the \$7000 and over group. A similar pattern characterizes the replies for the 40% minority: 6.7% at \$3000-3999 to 9.9% at \$7000 and over. Where the population is 50% French-speaking the percentages in favour of the compulsory use of French by civil servants ranged between 22.5% for the \$4000-4999 and \$7000 and over groups and 24.3% for the under \$3000 group. In total, the group least in favour of civil servants speaking French to all French-speaking minority groups were those at the \$3000-3999 level with 41.7%; only those earning \$6000 and over had a majority in favour, although no salary group had less in favour than were opposed. Percentages of those not stating their position run a little higher than in the case of the requirement for civil servants to speak English. Starting with just under 40% for the groups under \$3000 and \$3000-3999, the percentage falls off by fairly equal intervals to 21.3% for the \$7000 and over group. The percentages for "no requirement" are in gradually ascending order from 14.8% at under \$3000 to 25.4% of those with \$7000 or more.

On the same basis of salary levels, percentages for industrial employees are presented in the second part of Table 32, first for the English-speaking and then for the



French-speaking minorities. In the English 20% minority column the percentage requiring English to be spoken gradually rises through the salary-level groups from 10.7% of those under \$3000 to 16.9% of those in the \$6000 class then falls off slightly to 16.7% at the highest salary level. In the 30% minority category the percentages are smaller, going from 3.5% for the two lowest levels to 8.2% for the highest level. In the 40% minority column there is a similar pattern, the percentages increasing from 6.1% at the lowest level to 8.5% at the highest. Where English is spoken by half the public served the percentages are higher, ranging in descending order from 22.8% of the under \$3000 group to 17.6% of the \$7000 and over group. When the percentages are totalled they are found to range from 42.8% of those earning under \$3000 to 51% of those earning \$7000 and over. The three highest salaried groups had a majority in favour, the three lowest paid groups did not, although all had more respondents in favour than in opposition. The "no position" respondents show the same descending order from 40% at the lowest salary level to 22.5% at the highest. No requirement was favoured by 16.8% of those earning under \$3000 with increasing percentages at each level up to 26.5% for those earning \$7000 and over.

In favour of the requirement for industrial employees to speak French where it is the language spoken by up to 20% of the public the percentages show no consistent pattern; they range from 6.8% of those in the \$3000-3999 bracket to 10.1% of those in the \$5000-5999 group. Where the minority group is 30% there is a gradual ascent in percentages from 3.4% of those under \$3000 to 8% of those at the \$7000 and over level.



A similar pattern exists for the 40% minority, ranging between 6.4% of the \$3000-3999 group and 9.7% of the \$7000 and over group. Where 50% of the people speak French the requirement is approved by a fractionally declining percentage from 23.1% of the under \$3000 group to 21% at the \$6000-6999 level and 21.1% at the \$7000 and over level. In total, those favouring the requirement for all minority groups ranged from 39.6% of those at \$3000-3999 to 48% of those earning \$7000 and over. Although no group produced a majority in favour all were more in favour than opposed. The "not stated" category is characterized by a steadily decreasing percentage from 43.6% and 43.1% at the two lowest salary-level groups to 23.8% of those with \$7000 and over. No requirement was preferred by increasing percentages at the various salary levels from 15.7% of those earning less than \$3000 to 28.2% of those earning \$7000 and over.

Table 33 presents data according to the language fluency of the respondents. Data here tend to be slightly spotty. Where 20% of the population speak English, 2,037 or 13.7% of the English-speaking respondents, 80 or 15.6% of the French-speaking, 1,159 or 22.1% of those speaking both languages, and 142 or 16.8% of those speaking English and another language would require civil servants to speak English. Where the minority is 30% English-speaking, 687 or 4.6% English only, 35 or 6.8% French only, and 451 or 8.6% of those speaking both languages would require English to be spoken. If the minority should be 40% English-speaking, 1,020 or 6.9% English only, 45 or 8.8% French only, and 384 or 7.3% of bilingual respondents require English to be spoken. If half the population speaks English the percentages for the







requirement to speak English are higher: 3,146 or 21.2% English only, 129 or 25.2% French only, 1,154 or 22.1% English and French, 215 or 25.5% of those speaking English and another language. In the "not stated" column are 4,072 or 27.4% English only, 197 or 38.5% French only, 1,884 or 36% of those speaking English and French and 212 or 25.1% of those speaking English and another language. Of those who would have no requirement are 3,908 or 26.3% of those who speak English, 26 or 5.1% of those who speak French, 201 or 3.8% of those who speak English and French and 182 or 21.6% of those who speak English and another language. When the percentages are totalled it is surprising to find that the only major linguistic group of respondents not having a majority in favour of civil servants speaking English to English-speaking minority groups are those who speak English only. In this case, only 46.1% were in favour. By comparison, 56.4% of the French-speaking and 60% of the bilingual groups were in favour.

Should the minority be 20% French-speaking, 864 English-speaking respondents or 5.8%, 78 French-speaking or 15.2%, and 1,135 or 21.7% of those speaking English and French require civil servants to speak French. Should the French-speaking minority be 30%, 692 or 4.7% English, 28 or 5.5% French and 462 or 8.8% who speak both languages together are in favour of a requirement to speak French. When the French-speaking minority reaches 40% of the public served, 1,182 or 7.9% English, 46 or 9% French, and 397 or 7.6% who speak English and French registered their approval of the requirement. When the French-speaking minority reaches 50%, 3,379 or 22.7% English, 145 or 38.3% French-speaking, 1,174 or 22.4% who



speak both languages and 239 or 28.3% of those speaking English and another language favoured the requirement. Not stating their position were 4,780 or 32.1% of the English-speaking, 189 or 36.9% of the French-speaking, 1,856 or 35.5% of those speaking both languages and 247 or 29.2% of those speaking English and another language. Not requiring the compulsory use of French for French-speaking minorities were 3,973 or 26.7% of the English-speaking, 26 or 5.1% of the French, 209 or 4% of those speaking both languages and 194 or 23% of those speaking English and another language. In total, 58% of the French-speaking respondents and 60.5% of those speaking English and French favoured the requirement. Of the other major groups, only the 41.2% of English and the 47.8% of English and Other speaking respondents did not produce a majority.

The requirement that industrial employees speak English or French is analyzed in the second part of Table 33. First, with reference to English-speaking minorities, the table shows that support for the requirement, in the case of a 20% English-speaking minority, came from 1,833 or 12.3% of the English-speaking respondents, 78 or 15.2% of the French-speaking, 1,044 or 20% of those speaking both languages and 128 or 15.2% of those speaking English and another language. When the minority increases to 30%, 608 or 4.1% of the English-speaking, 37 or 7.2% of the French-speaking and 489 or 9.3% of those speaking both languages were in favour of the requirement. At 40%, the figures increase a little to 893 or 6% English, 52 or 10.2% French and 465 or 8.9% English-French speaking. As with civil servants, there are larger percentages for the requirement for industrial employees to



speaking English where the English-speaking minority reaches 50%. Here, there are 2,972 or 20% English, 121 or 23.6% French, 1,144 or 21.9% English and French and 189 or 22.4% English-Other in favour of requiring that English be spoken. Percentages not stating an opinion were English 30.2%, French 29.1%, English-French 35.5% and English-Other 28.1%. No requirement was favoured by 27.3% English, 4.7% French, 4.4% English-French and 24.4% English-Other. In total, 42.5% English and 47.5% English-Other favoured the requirement. The two major linguistic groups producing a majority in favour were the 56.2% French-speaking and the 60.1% English-French speaking respondents.

Again for industrial employees the requirement to speak French to French minorities was supported, in the case of a 20% minority, by 700 or 4.7% English-speaking respondents, 80 or 15.6% French-speaking and 1,034 or 19.8% English-French speaking; in the case of a 30% minority by 4.1% English, 6.1% French and 9.3% English-French. For a 40% minority the percentages are slightly higher: English 7.1%, French 9.6% and English and French 8.8%. Where the French-speaking minority reaches 50%, 21.4% English, 25.6% French, 22.2% English-French and 26.7% English-Other favoured the requirement to speak French. Again a little more than a third of the respondents did not reply to the question: 34.5% English, 38.9% French, 35.5% English-French and 31.6% English-Other. Expressing no requirement for industrial employees to speak the language of French-speaking minorities were 28.2% English, 4.3% French, 4.3% English-French and 24.1% English-Other. When the percentages are totalled for all minority groups, 56.8% French-speaking and 60.2% English-French speaking





respondents produced a majority in favour while 37.3% English and 43.3% English-Other did not.

Table 34 is concerned with the analysis of the returns regarding minorities on the basis of the language spoken in the home of the respondents. Only those who speak French at home were more than 20% in favour of civil servants speaking English to English-speaking minorities of up to 20%; the English-speaking were 13.8% in favour, English-French 18% and English-Other 16.5%. For the 30% minority, the highest percentage (9.1%) was for the English-French group with the other percentages ranging from 4.1% for English-Other to 8.1% for the French only group. For the 40% minority, the highest percentage (8.9%) was again for the English-French group; English-Other came next with 7.5% with the English and French groups both slightly under 7%. Again percentages were higher when the English-speaking minority of the public served reached 50%. The highest percentage of significance (26.1%) was for the English-French group; English-Other, English only and French only all fell between 21% and 23%. A large group did not state their position: English and English-Other 27.4%, English-French 31.7% and French 38.6%. Sizeable percentages for two groups favoured no requirement. These were 26.2% English-speaking and 21.5% English-Other, but only 2.7% French-speaking and 6.2% English-French were opposed. In total, the French only group with 58.7%, English and French with 62.1% and English-Other with 51.1% had a majority in favour of the requirement; of the major language groups only the English-speaking with 46.4% did not.

Requiring civil servants to speak French for a 20% French-speaking minority were 6% English-speaking respondents,



22.8% French-speaking and 16.9% English-French. For a 30% French minority, 4.7% English-speaking, 8% French and 9.2% English-French; for a 40% minority, 7.9% English-speaking, 7% French and 9.5% English-French. Where up to 50% of the public served is French-speaking, the percentages were above 25% for English-French and English-Other and above 22% for English and for French-speaking. Not stating their position were between 30% and 40% of the respondents in the language groups already mentioned. There was no requirement by 26.4% of the English-speaking, 2.7% of the French, 6.4% of the English-French and 24.3% of the English-Other. On the other hand, when the percentages of the various minority groups are totalled, 60% of those speaking French at home and 61.3% of those speaking French and English favoured the requirement by a majority; only the 41.4% of those speaking English at home and the 45% speaking English and Other did not.

The requirement that industrial employees speak English to English-speaking minorities follows the usual pattern of being slightly less than for civil servants. Where the minority is up to 20% English-speaking, the requirement is supported by 12.3% English-speaking respondents, 20.8% French, 16.2% English-French and 15.2% English-Other. Where it is up to 30%, support is weaker: 4.2% English, 9.0% French and 9.2% English-French. For the 40% minority, the percentages increase slightly to 6% English, 8.7% French and 9.8% English-French. Again there are larger percentages in the case of English-speaking minorities up to 50%: English 19.9%, French 20.8%, English-French 25.9% and English-Other 21.8%. For these groups the percentages of those not stating their position were between 30% and 40% except for the English-Other group



which was fractionally lower than 30%. The percentages expressing themselves in favour of no requirement were in all cases but one slightly higher than the percentages in favour of the requirement for civil servants. When the percentages in favour are totalled they show a majority for 59.2% of those speaking French at home and 61.1% of those speaking English-French, whereas a minority of 42.4% of those speaking English and 47.1% of those speaking English-Other at home were in favour.

In favour of the use of French by industrial employees for French-speaking minorities were percentages not substantially different from those favouring the use of French by civil servants in similar circumstances. For minorities up to 20% these were: English-speaking 4.9%, French-speaking 21% and English-French 14.7%. The smaller percentages for minorities up to 30% were: 4.2% English-speaking and 9% of both French-speaking and English-French speaking; for minorities up to 40%, English 7.1%, French 8.1% and English-French 10.4%. For minorities up to 50% French, the percentages in favour of a requirement for industrial employees to speak French were: English 21.4%, French 21.7%, English-French 25.3% and English-Other 24.6%. Percentages in the not stated column were all more than 30% for the groups quoted above. There was no requirement favoured by 27.9% English, 3% French, 6.8% English-French and 25.8% English-Other. When totalled for all minority groups the percentages in favour were: English 27.6%, English-Other 42%, and, with a majority, French with 59.7% and English-French 59.4%.

Educational qualifications in relation to the requirement to speak the language of minority groups are shown in





Table 35. Where a 20% English-speaking minority exists the significant percentages supporting the requirement that civil servants speak English range from 8.5% of respondents who attended elementary school and increasing at each level up to 20.6% of those with a university degree. For a 30% minority a 3.9% figure for those who did not complete elementary school decreases to 3.4% of those who did and then increases at each level until it reaches 10% of those with a university degree. Where data are given for a 40% minority the percentages range from 3.9% at the lowest level up to 8.4% of those with a degree. When 50% of the public speaks English the requirement is supported by 24% of those who attended elementary school, decreasing in this case to 18.6% of those with a degree. When these percentages are totalled for all minority groups the three highest educational levels have a majority in favour of the requirement ranging from 51.7% of those completing secondary school to 57.5% of those completing university. Minority percentages of 43.1% to 46.1% were recorded for the three lowest levels not completing secondary school. Those not stating their position ranged from 21.9% of those with a university degree to 42.9% of those not completing elementary school. There was no requirement favoured by 16.7% and 15.1% of the two elementary school levels increasing to 20.5% and 20.6% for the two university levels.

The requirement that civil servants speak French to a French minority of up to 20% ranged from 6.5% of the incomplete elementary school level upwards to 14.2% of those with a degree. For up to a 30% minority the figures rose similarly from 3.3% of those who completed elementary school to 10.8% of those with a degree. For the 40% French-speaking



minority the requirement was supported by a steadily increasing percentage from 3.3% incomplete elementary school to 9.6% incomplete university, those with a degree being 8.7% in support. Where the minority group reaches 50% the percentages were all between 20.3% and 23.9%, the former figure being for those not completing elementary school and the latter being for those who had completed their secondary school education. When the percentages are totalled they show a majority in favour by 51% to just over 55% for those at the university level. Minority figures for the other levels ranged from 33.8% to 47.8%. More than 53% at the incomplete elementary school level did not express an opinion, the figure gradually falling off, step by step, until a low of 22.6% was reached for university graduates. Those not in favour of the requirement were between 12.6% at the lowest academic level and 22.2% at the highest.

The requirement for industrial employees to speak English to minorities of 20% or less was supported by 4.3% at the incomplete elementary school level increasing by regular amounts to 17.7% of those with a degree. In the case of a 30% minority of the English-speaking public the percentages favouring the requirement were between 2.7% at the completed elementary school level and 8.2% at the university degree level. A gradually increasing percentage between 4.9% of the incompleting elementary school group and 8.2% of the university graduates characterized the responses for the 40% minority. Where the minority group reaches 50% the percentage decreases from a high of 25% at the incomplete elementary school level to 17.9% of those with a degree. In total, the percentages in favour ranged from 38.7% of those not completing



elementary school to 52% of those completing university. Only those at the university level produced a majority in favour, although all academic levels had more respondents in favour than in opposition. Percentages not stated ranged from 48.1% at the lowest level to 23.5% at the highest. Increasing percentages from 13.2% of those with incomplete elementary school education to 24.5% of those with university degrees preferred no requirement.

That industrial employees should speak French to French-speaking minorities gained support in the 20% minority category from between 5.5% of the incomplete elementary school level to 11.8% of the university graduates. In the case of 30% minorities small percentages in support of the requirement ranged between 3% of elementary school graduates and 8.5% of university graduates. For 40% minorities the percentages in support range between 3.9% at the lowest academic level and slightly under 9% at the two highest levels. Where up to 50% of the public speak French the percentages in support are all between 20.4% and 23.1%. When these are totalled for all minority groups they range from 33.6% at the lowest academic level to 49.8% at the highest. At the elementary school levels 55.4% and 49.9% respectively did not record their opinion; at the other levels percentages ranged gradually downwards from 39.8% to 24.2%. No requirement was recorded by increasing percentages from 11% at the lowest academic level to 26% of those with university degrees.

#### Summary

When the responses to the question of civil servants or industrial employees speaking both English and French in various circumstances are reviewed they are found to produce





some interesting results. In the first place nearly three-quarters of all respondents did not feel that either civil servants or industrial employees should be expected to speak both languages in all parts of Canada. Only in the Province of Quebec was there a majority in favour of this requirement. A slightly higher percentage favoured the requirement for civil servants in Ottawa or industrial employees in industries' head offices, but even here less than one-quarter were in favour.

Slightly more females than males were in favour of the requirement for civil servants across Canada and in Ottawa, and for industrial employees in industry across Canada and in head offices of industries, but in no case was the requirement favoured by more than one-quarter of either sex, except for civil servants at Ottawa where 30.6% of females and 28.9% of males were in favour.

In terms of age of respondents, younger respondents were more in favour than older respondents for the requirement for civil servants and industrial employees to be bilingual across Canada and at Ottawa or industries' head offices. In this case, only those under 25 were more than one-third in favour of the requirement, and even here only with respect to civil servants and industrial employees across Canada and civil servants in Ottawa, where the figure reached 38.7%.

On the basis of salary earned, those at lower salary levels were more in favour of the requirement than those earning higher salaries. Even here only those earning less than \$5000 were more than 30% in favour of the requirement and for civil servants at Ottawa only.



On the basis of language fluency the respondents most in favour of the requirement for civil servants and industrial employees to speak English and French in all parts of Canada were those fluent in French only, in English and French, and in French plus another language. Each of these groups had a majority of respondents, ranging from 52.4% to 66.7%, in favour. They were more than offset, however, by the large number of approximately nine out of ten English-speaking respondents who were opposed. The same language groups, but with smaller percentages, favoured and opposed, respectively, the requirement for civil servants at Ottawa and industrial employees at their head offices to speak both languages. The same pattern of responses held true for respondents speaking English or French or both languages at home.

An examination of responses by academic attainment of respondents reveals that those with lower academic achievements tended to be more in favour than those with higher academic standing of the requirement for civil servants and industrial employees to speak English and French in all parts of Canada. This was also true with respect to the requirement for industrial employees at their head offices. In this case, however, only the group not completing elementary school were more than 30% in favour, and with respect to industries' head offices the percentage dropped below 30%. When the requirement for civil servants to speak both languages in Ottawa is examined the pattern is reversed, the higher academic groups being more in favour than those with lesser academic attainments. The pattern, nevertheless, was fairly stable, the percentages for the various groups ranging only between 27.6% and 32.6%.



When the responses to the requirement for civil servants and industrial employees to speak English and French to minority groups comprising up to 50% of the public served are examined, however, it is found that substantially greater numbers of respondents are in favour. For example, 50.1% of all respondents were in favour of the requirement for civil servants to speak English to English-speaking minorities while only 20% were opposed. For the requirement for civil servants to speak French to French-speaking minorities 46.4% were in agreement and only 20.3% were not. The same requirement for industrial employees with respect to English-speaking minorities was favoured by 47.1% of respondents compared to 21% in opposition, and with respect to French-speaking minorities by 43.5% of respondents compared to only 21.5% who were opposed. In other words, those who favoured the requirement at all levels exceeded those who did not by more than two to one. It is as though the respondents said they were not in favour of bilingual requirements solely on a geographical basis but that they were in favour if a sufficient percentage of the public being served required it.

On the basis of province of residence, the Eastern Canadian provinces favoured the requirement more than those living in Western Canada although in all cases the favourable responses ranged from a total of approximately one-third to nearly two-thirds. In most cases, the favourable responses ranged from 40% to 50%.

Slightly more males than females tended to favour the requirement, thereby reversing the trend or pattern of male/female responses to earlier questions. Here again, however, the spread of favourable responses was from





approximately 40% to 50%

When the age of respondents is considered, it is found that, once again, younger people tended more to be in favour than older people. The reverse is true on the basis of salary, those at the higher levels tending to be more in favour than those at the lower levels.

Again, as one might expect, those fluent in French or French and English or who use these languages in the home are more in favour of the requirement than those who are English-speaking only. This also applied to situations where the minority group is English-speaking. However, even English-speaking respondents were more than 40% in favour of the requirement for civil servants. For industrial employees they were also more than 40% in favour where the minority groups were English-speaking and nearly 40% in favour where they were French-speaking.

On the basis of academic attainment, those at higher academic levels were more in favour than those with lesser schooling of the bilingual requirement for civil servants and industrial employees where up to 50% of the minority of the public served speak either language. In fact, except for industrial employees serving French-speaking minority groups, those at the university level were all more than 50% in favour of the requirement and in the case of the exception the numbers approached a majority.

Should the Federal Government and Private Industry  
Provide Incentives to their Employees to Become  
Fluent in Both English and French by Providing  
Training Classes in Working Hours, Outside Working  
Hours, or by the Payment of Allowances?

The previous section of this report analyzed the reaction of survey respondents to the application of proposed



bilingual requirements to civil servants and industrial employees in all parts of Canada, at the centers of public and private endeavour, and where certain percentages of the public served spoke either English or French as a minority language. We saw that most respondents did not favour the application of these requirements on any strictly geographical basis but did favour it when sufficient numbers of the public spoke either language as a minority. This report now turns to an examination of the responses to proposed employer incentives for employees to increase their fluency in both English and French. Responses to these proposals were sought in Questions 13 and 14 of the survey questionnaire and the results have been tabulated in Tables 36 to 42 inclusive as presented in Appendix "C".

Part (a) of both questions asked respondents if they were in favour of the employer providing language training classes in working hours; part (b) if they were in favour of such classes outside working hours; and part (c) if they were in favour of the payment of allowances to employees reaching a demonstrated level of proficiency in the use of both English and French. Since the arrangement of the two questions lends itself to such treatment, the responses to parts (a) of both questions will be analyzed together, followed by similar treatment for parts (b) and (c).

Table 36 shows that almost four out of ten of all survey respondents (39.9%) were in favour of the Federal Government providing language training classes in working hours. A slightly higher percentage (44.9%) were not in favour and 15.2% took no stand one way or the other. Exactly one-third



of all respondents favoured industrial employers providing training classes in working hours, almost one-half (48.8%) did not, and 18% took no position.

A smaller percentage (29.3%) of all survey respondents were in favour of the Federal Government providing training classes outside working hours. Almost as many (43.7%) were opposed as were opposed to such classes in working hours and considerably more (27%) had no stated opinion on the matter. Slightly more than one out of five survey respondents (27.9%) favoured industrial employers providing training classes outside working hours, again almost one-half (45.5%) were opposed, and a somewhat larger proportion (26.8%) did not state their position.

Slightly more survey respondents (41.1%) were in favour of the Federal Government paying allowances to employees reaching a level of proficiency in both English and French than were in favour of training classes. Almost as many (43.3%) were opposed to allowances as to training classes and a nearly identical number (15.5%) took no position on allowances as did on training classes in working hours. The same pattern of responses held true with respect to industrial employers paying allowances for bilingual proficiency. Almost four in ten (39.7%) were in favour of such allowances, 46% were opposed and 14.3% had no stated views.

Table 36 also presents data with respect to part (a) of the question on the basis of respondents' place of residence. The highest percentage in favour of training classes during working hours for civil servants (59.6%) was provided by Quebec respondents although 23.9% did not state their position. The remainder ranged from 23.4% in favour in





Alberta to 41.9% in favour in the Yukon/N.W.T. The strongest opposition came from the West, ranging from 57.8% in British Columbia to 67.2% in Alberta. Opposition in the Atlantic Provinces ranged from 49.8% in Nova Scotia and New Brunswick to 55.6% in Prince Edward Island. Ontario had 37.4% in favour, 49.5% opposed and 13.1% with no stated position.

In the private industry sector, Quebec again led the field in support of training classes in working hours with 53.3%. The remainder varied between 18.1% in Alberta and 30.1% in Newfoundland. Quebec also led all provinces in respondents not stating a position with 28.3%. The highest percentages in opposition to the idea were again those living in the West where it ranged from 62.1% in British Columbia to 70.4% in Alberta. Opposition in the Atlantic Provinces ranged from 51.9% in Nova Scotia to 58.3% in Prince Edward Island. Ontario had 27.5% in favour and 55% opposed. Other than Quebec, those not stating a position ranged from 9.4% in Saskatchewan to 18.3% in Nova Scotia.

With respect to training classes for civil servants outside working hours, the highest percentage in favour were again those living in Quebec with 46%. In Quebec, only 16% responded against the proposal but, again, 38% did not state their position. Elsewhere, support ranged from 19.3% in Alberta to 31.9% in Prince Edward Island. Opposition in the West was again strongest, ranging from 55.9% to 62.4%. In the Atlantic provinces opposition ranged from 44.9% to 48.5%. Ontario had 24.7% affirmative responses, 49.9% opposed and 25.4% not stating a position. With the exception of Quebec and Ontario the percentage of respondents not stating a position ranged from 16.6% in Manitoba to 27% in Nova Scotia and the Yukon/N.W.T.



The proposition that private industries provide training classes outside working hours for their employees again obtained strongest support in Quebec with 47.7% in favour and 15.5% opposed, the remainder not stating their position. Support elsewhere ranged from 17.6% in Alberta to 31.9% in Nova Scotia. The strongest opposition was again encountered in the West, ranging from 58.1% to 67.4%. Opposition in the Atlantic provinces ranged from 45.8% to 48.3%. Ontario favoured the idea by 22.2% with 52.5% opposed. Those not stating a position ranged from 14.3% in Saskatchewan to 36.8% in Quebec.

The provision of an allowance to those civil servants who reach a proficient level in the use of both English and French received strong support in Quebec with 70.9% in favour and only 12.7% opposed. In the remaining provinces support ranged from approximately 25% in the Prairie provinces to 37.5% in Prince Edward Island while opposition ranged from 43% in Newfoundland to 64.8% in Saskatchewan. Those not taking a position ranged from 9.9% in Saskatchewan to 23% in the Yukon/N.W.T.

In private industry the provision of an allowance to employees for proficiency in the two languages also received strong support in Quebec with 70.2%. Elsewhere support ranged from 22.8% in Saskatchewan to 37% in Prince Edward Island. Opposition to the idea ranged from 45% to 50% in the Atlantic provinces to 65% to 68% in the Prairies. Ontario had 31.8% in favour and 54.1% opposed. Those not stating a position ranged from 9.3% in Saskatchewan to 21.6% in Newfoundland.



Table 37 shows that more women than men favoured training classes for civil servants in working hours by 41.5% as against 39.4%. Opposing responses came from 41.3% of the females and 46.2% of the males, with between 14% and 17% not stating their position.

The percentages in favour of training classes for industrial employees in working hours were smaller than for civil servants with 35% of female and 32.5% of male respondents in favour. The percentages opposed were, conversely, slightly larger, comprising 50.3% of males and 44.9% of females. Those not stating their position amounted to 17.2% of the males and 20.2% of the females.

On the other hand men more firmly supported training classes for civil servants outside working hours being 30% in favour as against 27.9% for women. In opposition, however, were 44.7% of the males and 41.3% of the females. Approximately 25% of the males and 30% of the females did not state their position.

In support of the provision of training classes outside working hours for industrial employees were 28.7% of the men and 26.2% of the women while opposed were 46.5% of the men and 42.2% of the women. Approximately 25% of the men and 32% of the women did not state their position.

Men favoured the payment of an allowance to civil servants for proficiency in the two languages by 41.9% as against 39.7% of the women but men opposed to the idea were also greater in number by 44.9% compared to 39.2% for the women. Again, more females (21.1%) did not state their position than males (13.1%).





More men (40.2%) than women (38.7%) were also in favour of the payment of an allowance to industrial employees for proficiency in the use of English and French. The men, however, responded 47.4% against the idea compared to 42.4% of the women. Only 12.4% of the males took no position on the matter compared to 18.9% of the females.

Table 38 shows that, on the basis of age, youth was more in favour than older respondents for training classes for civil servants in working hours. Those under 25 were 49.5% in favour, declining to 36.9% of those 55 and over. Conversely, those opposing the idea ranged from a low of 35.2% of those under 25 to a high of 47% of those 45 to 54. In all age groups 14.3% to 17.5% did not state their position.

For industrial employees to be provided with training classes during working hours there was the same pattern of responses as for civil servants. The under 25 group were 42.1% in favour declining to 30.7% of those 55 and over. The age groups 35-44 and 45-54 were opposed to the idea by 50.2% and 51% respectively compared to only 39.1% of those under 25. A "not stated" position was adopted by 16.9% to 20.8% of the various age groups.

Training classes for civil servants outside working hours showed a less consistent pattern, the range being 27.3% of those 35-44 to 32.9% of those 25 and under. Those opposed ranged from 39.9% of those 55 and over to 46.2% of those 35-44. A "not stated" position was taken by 25% to 29.6% of respondents in the various age groups.

Training classes for industrial employees outside working hours were approved in the various age groups by percentages ranging from 26.1% of those 35-44 to 32.2% of



those under 25, and opposed by between 41.3% and 47.5% of all age groups; 24.3% to 30.3% did not state their position.

The payment of an allowance to civil servants for proficiency in English and French was approved by slightly more than 50% of the group under 25, declining to 39.1% of those 35-44 and 39.3% of those 55 and over. In opposition were 31.7% of those under 25 increasing to 46% of those 35-44 and declining to 43.9% of those 55 and over. Between 14.4% and 18.2% of respondents in the respective age groups did not state their position.

The payment of an allowance to industrial employees for linguistic proficiency was approved by 49.3% of those under 25 declining to 37.5% of those 35-44 and 38.5% of those 45-54. Those opposed ranged from 35% of those under 25 to 48.9% of those 35-44. Those not stating a position ranged from 13.6% of those 35-44 to 15.7% of those 25 and under.

On the basis of salary, Table 39 shows that training classes for civil servants in working hours were most approved by the lowest paid groups. Those earning under \$3000 favoured the idea by 45.1%, the percentage declining to 37.2% for those in the \$6000-6999 bracket and 37.7% for those earning \$7000 and over. Those responding in opposition ranged from 37.7% of those earning under \$3000 to approximately 50% of all those earning \$6000 and over. Not stating their views were between 12.8% and 17.2% of the various salary groups.

The pattern of responses favouring training classes in working hours for industrial employees was smaller but similar to that for civil servants ranging from 38.9% for those earning under \$3000 to just under 30% for those earning \$6000 and over. Those opposed ranged from 41.3% of those



earning less than \$3000 to 54.8% of those in the \$6000-6999 salary bracket with 15% to 20% at all levels not stating their position.

With respect to the provision of training classes for civil servants outside working hours percentages in favour ranged upwards from 25.7% at the lowest salary level to 38.4% at the highest level. Percentages opposed ranged from 39.1% at the lowest level to 47.6% at the \$6000-6999 level. Not stating their position was a high percentage of 35.2% of those under \$3000, gradually decreasing to 16.7% of those in excess of \$7000.

In industry, on the basis of salary, support for training classes outside working hours ranged from 25.6% of those with less than \$3000 to 33.7% of those with \$7000 and over. Opposition ranged from 39.4% at the lowest level to 50% at the \$6000-6999 level. Those not stating a position ranged from 18.1% at the highest level to 35% at the lowest level.

Allowances for civil servants attaining bilingual proficiency were approved by 43.5% at the under \$3000 level, declining to 36% at the \$7000 and over level. Those registering disapproval ranged from 32.1% of those earning less than \$3000 to 55.3% of those earning \$7000 and more. Those not stating a position ranged from 8.8% at the highest to 24.3% at the lowest salary level.

Allowances for industrial employees were approved by between 42.3% of those in receipt of less than \$3000 and 33.4% of those in receipt of \$7000 or more. They were rejected by 36% of those in the under \$3000 bracket to 56% of those in the \$7000 and over class. Not stating a position were 10% to 21.6% of the respondents at various salary levels.





As shown in Table 40 training classes for civil servants in working hours were approved by one-third of those fluent in English, by 75.6% of those fluent in French, by 55.3% of those who are bilingual, by 36.3% of those speaking English and a language other than French and by 51.3% of those who are trilingual. They were opposed by 55.3% of those fluent in English, 8.6% of those fluent in French, 18.3% of those fluent in both languages, by 54.3% of those who speak English and another language, and by 24% of those who are trilingual. Those not stating a position ranged from 9.5% of those speaking English and another language to 26.3% of those fluent in English and French.

Those favouring training classes in working hours in the industrial sector ranged from 26.3% of those fluent in English only to 65.6% of those fluent in French. Of the other major language groups the percentage in favour ranged from 28.9% of those speaking English and Other to 49.5% of those who speak both English and French. Opposing the idea were from 60.2% English-speaking to only 11.5% French-speaking respondents while those expressing no preference ranged from 11.7% of those speaking English and Other to 30.8% of those who are bilingual.

Training classes for civil servants outside working hours were favoured by 22.8% of the English-speaking respondents, 45.5% of those speaking French, 47.3% of those speaking both languages, 22.5% of those speaking English and Other and 38.7% of those who are trilingual. Opposition to the idea ranged from 16% of those fluent in French only to 55.8% of those fluent in English and Other. A substantial proportion, ranging between 22.4% and 55.6%, did not state their opinion.



For the industrial sector, training classes outside working hours were approved by just over 20% of those fluent in English or English and another language to 45.7% of those fluent in French and 49.1% of those fluent in English and French. Opposition came from 14% of those fluent in English and French and 15% of those fluent in French only to 57.2% of those fluent in English only and 58.1% of those fluent in English and another language. Between 22.6% and 36.9% of these language groups expressed no opinion.

Allowances payable to civil servants for bilingual proficiency received more support. French-speaking respondents approved by 54.5%, those speaking both English and French by 76.2%, those speaking English and another language by 36% and those who are trilingual by 73.5%. The English-speaking respondents opposed the idea by 56.5%, and those who speak English and another language by 52.3% whereas only 9.2% of those speaking English and French and 13.9% of those fluent in French alone were opposed. Those not stating a position ranged from 11.5% of those who were trilingual to 31.6% of those fluent in French only.

Allowances for proficiency in the two languages in industry were approved by outright majorities by French-speaking respondents (56.6%), by those speaking English and French (75.3%), by those speaking French and another language (88.9%) and by trilingual respondents (68.8%). Opposition was expressed by 59.7% of English-speaking respondents and 53.6% of those speaking English and another language. Not stating a position included from 12.7% of English and Other to 26.2% of those fluent in French.



On the basis of language spoken in the home, four groups approved, by a majority, training classes in working hours for civil servants. These were French-speaking (59.9%), English plus French (51%), French plus another language (66.7%) and trilingual (54.2%). Three groups rejected the idea by more than 50%. These were: English-speaking (55.2%), the groups speaking other than English or French (51.5%), and English plus Other (52.8%). The "not stated" group ranged from 10.3% to 25.3%.

The language groups that approved training classes for industrial employees during working hours were French-speaking (54.1%) and French plus another language (83.3%). Though they produced less than 50% because of the number not stating, more responded for than against in the English plus French language group (44.5%) and in the trilingual group (43.4%). Opposing training classes in working hours for industrial employees by a majority were the English-speaking group (59.9%), those speaking other than French or English at home (55.8%), and English plus Other (59.2%). Those not stating a position ranged from 11.3% to 31.1%.

Training classes for civil servants outside working hours were approved by 23% of English-speaking respondents and 19.7% of those speaking English and another language at home to 44.2% of those speaking English and French and 48.8% of those speaking French only. Opposition of more than 50% was registered by the English-speaking group with 54.3%, those speaking a language other than English or French (51.5%) and those speaking English and another language (58%). Those not stating a position included percentages ranging between 22.3% and 39.8%.





Only the French-speaking with 51% favoured by a majority training classes for industrial employees outside working hours. However, the idea had support with affirmative responses exceeding negative responses from English plus French-speaking (44.2%), and trilingual respondents (36.1%). Opposition was expressed by the English-speaking group (56.6%), other than French or English (52.1%), and English plus Other (60.1%). Percentages of the "not stated" group ranged between 22.1% for English plus Other and 37.9% for English and French-speaking at home.

The payment of an allowance to civil servants for proficiency in the two languages was supported by the French-speaking group with 74.9%, English plus French (71.8%), French plus Other (83.3%) and the trilingual group (85.1%). Rejection was recorded by the English-speaking group with 55.9% and English plus Other with 52.2%. Not stating a position ranged from 14.4% to 19%.

Payment of an allowance for proficiency in the two languages to industrial employees received support from the French-speaking group with 75.1%, English plus French (69.4%), French plus Other (83.3%) and trilingual respondents (61.4%). Opposition was registered by the English-speaking group with 59%, and those speaking English plus another language at home. Percentages expressing no opinion ranged from 13.3% to 19%.

For training classes for civil servants in working hours the two lowest levels of education, incomplete and complete elementary school, responded favourably by 40.9% and 42%. All other levels were opposed to the idea by percentages that were higher than the favourable percentages although in no case did the negative responses exceed 50%. These ranged



between 46.3% of those attending secondary school down to 43.5% at the university graduate level. No opinion was expressed by 14.6% to 19.1% of all respondents.

Respondents favoured training classes in working hours for industrial employees at the incomplete elementary school level only with 41.1% in favour and 38.4% opposed and 20.5% not stating their position. Percentages in opposition, all higher than those in favour, ranged between 44.5% of those who completed their primary schooling to 49.7% of those with university credits. Those with a university degree were 34.4% in favour and 48.4% opposed. Those stating no preference ranged from 17.6% to 20.5%.

Training classes for civil servants outside working hours were generally opposed at all academic levels. Percentages in favour ranged between 23.8% at the lowest level to 38.7% at the highest level. Opposition was expressed by 30.9% of those with incomplete elementary schooling to 45.4% of those completing secondary school. Those not stating their position ranged from 21% of university graduates to 45.3% of those who attended elementary school.

The figures for industrial employees with respect to training classes outside working hours closely paralleled those for civil servants. No level of education had a majority in favour, the percentages ranging from 24.1% of those who attended secondary school to 35.2% of those completing university. Percentages opposed were higher than those in favour but because of abstentions they did not for any group reach 50%. They ranged upward from 31.5% of those with incomplete elementary school to 46.6% of those with complete secondary school education and then fell off at the



university level to 43.7% for those with degrees. Abstentions ranged from just over 20% at the university level to just over 40% at the elementary school level.

Higher percentages in favour than in opposition with respect to the granting of an allowance to civil servants reaching a level of bilingual proficiency were supplied by the two elementary school levels with 36% and 38.7%, and the two university levels with 46.9% and 47.8%. Negative responses exceeded those in favour at the two secondary school levels with 44.2% and 45.1%. No opinion was expressed by 8.6% of university graduates to 35% of those not completing elementary school.

Only the elementary school levels favoured an allowance for industrial employees for linguistic proficiency with 43.7% for incomplete and 41.3% for complete elementary school. The range of negative responses was from 34.1% of those with incomplete elementary schooling to 47.4% of those with secondary school education. Those not responding ranged from 10% of university graduates to 22.2% of those with incomplete elementary school education.

#### Summary

The idea of either the Federal Government or industrial employers providing incentives to employees to attain greater levels of proficiency in bilingualism does not appear to have the approval of a substantial majority of respondents. Of the three alternatives presented to respondents the two that came closest to acceptance were the provision of an allowance for employees reaching a proficient level in both English and French and the provision of language training classes in working hours. Those opposing the idea





of allowances for civil servants exceeded those favouring the idea by only 2.2% - 43.3% to 41.1% - while 15.5% were uncommitted. Those opposing the idea of training classes in working hours for civil servants exceeded those in favour by only 5% - 44.9% to 39.9% - while 15.2% were uncommitted. In no case did a majority of survey respondents oppose either of these alternatives but in no case did those in favour quite equal those opposed. Slightly lesser percentages of respondents were in favour of the proposals for industrial employees and slightly more were opposed.

In general, support for the three alternatives received a higher degree of support from respondents living in Eastern Canada than from those living in the West. The only Province where respondents were clearly in favour of the proposals and exceeded those opposed was Quebec.

Female respondents tended to be more in favour of training classes in working hours than males but males exceeded females in support of the payment of allowances and of training classes outside working hours.

Younger respondents were more in favour of all three alternatives than those who were older but the strongest opposition came not from the oldest age group but from those at middle age in the 35-55 bracket. This is the age group comprising most Federal civil servants.

Respondents in the lower salary levels tended to be more in favour of the three incentive plans than those at higher salary levels. It is interesting to note, again, however, that the strongest opposition to training classes came not from those at the highest salary level but from those at the \$6000-6999 level. Those at the \$7000 and over



level, however, constituted the group most opposed to the idea of paying allowances for reaching a proficient level of bilingualism.

Of the major language groups those fluent in French only, in English and French, or who were trilingual, tended to favour the proposed incentives much more than those of any other group, particularly those fluent in English only or in English and a language other than French. Those fluent in French only were strongly in favour of all three alternatives as were those fluent in both English and French or who were trilingual. Those fluent in English only or in English and a language other than French tended to be strongly opposed to any form of bilingual incentive. The same pattern held true where the languages just mentioned tended to be those used in the home; that is, those using French or English and French in the home tended to be much more in favour of the proposals than those using English in the home.

The pattern of responses on an academic basis tended to be much more even than on any other but, in general, those with higher academic attainments tended to be slightly more in favour of the proposed incentives than those who had only elementary or partial secondary school standing.

Should Civil Servants and Employees in Industry  
be Required to Speak the Language of Ethnic Groups  
Other Than English or French if the Language is  
Spoken by Certain Percentages of the Public Served?

Earlier, this report analyzed responses to the question of whether civil servants and industrial employees should be required to speak both English and French if either language was spoken by certain percentages of the public served. These ranged from 20% up to 50%. In view of the



interest shown by the Royal Commission in the contribution of other ethnic groups to Canada's development, the Federation's survey questionnaire asked respondents whether they were also in favour of civil servants and employees in industry being required to speak the language of these other ethnic groups if they also formed certain percentages of the public served. The requirement with respect to civil servants was asked in Question 15, with respect to employees in industry in Question 16. As with Questions 11 and 12, these two questions are dealt with simultaneously in this report. The responses have been tabulated in Tables 43 to 49 inclusive, as shown in Appendix "C", and are analyzed on the basis of the same percentages of the public served as were used in Questions 11 and 12 dealing with English and French-speaking minorities, namely, 20%, 30%, 40%, and 50%.

Table 43(a) shows that, where ethnic groups other than English and French constitute up to 20% of the public served, only 753 respondents or 3.4% of the total felt that civil servants should be required to speak the language of the group concerned. Where the ethnic group was 30% of the public served, only 495 respondents or 2.2% of the total favoured the requirement. Where it was 40%, 1,061 respondents or 4.8% were in favour, and where it was 50%, 3,576 respondents or 16.1% were in favour. When these percentages are all totalled, it is found that 5,885 respondents or 27.1% of the total favoured the requirement for civil servants to speak the language of other ethnic groups where they constitute a total of at least 50% of the public served. 1,444 respondents or 6.4% had no stated opinion on the matter, and 14,839 or 66.5% were opposed to the requirement.





There was even less support for the requirement for industrial employees. Table 43(b) shows that only 657 respondents or 3% were in favour where the other ethnic groups constituted 20% of the public served. A mere 432 or 1.9% favoured the requirement for 30%; only 927 or 4.2% did so for 40%; and 3,323 or 15% were in favour for 50%. When these percentages are totalled they show that, in all, 5,339 respondents or 24.1% favoured the idea for industrial employees, providing the other ethnic groups comprised not less than one-half of the total public served. 14,484 or 67.1% were opposed and 1,945 or 8.8% had no stated opinion.

Table 43(a) also analyzes responses to the question on the basis of province of residence. The requirement that civil servants should speak the language of ethnic groups other than English or French, where the minority group is 20% or less, received the most support in Quebec with 6.3% and Newfoundland with 4.5%. The balance ranged from 1.4% in the Yukon/N.W.T. to 3.7% in Nova Scotia. For minorities of up to 30% support was even weaker, the highest being 3.2% in Prince Edward Island and 3% in Newfoundland, the remainder ranging from 1.4% to 2.8%. There was a slightly different picture where the minority is up to 40%; the Yukon/N.W.T. had 8.1% in favour and Nova Scotia 7.6%, Saskatchewan was lowest with 3%. Where the percentage rose to 50% there was greater support for the proposed requirement, ranging between 13.5% for the Yukon/N.W.T. and 27.3% for Prince Edward Island. When the percentages are totalled they range from 21% for Alberta to 38% for Prince Edward Island. Not stating their position were percentages ranging between 8.2% in Quebec and New Brunswick and 2.3% in Prince Edward Island. Percentages



not requiring civil servants to speak the language of other ethnic groups were quite high. They ranged from 58.9% for Nova Scotia in the East to 74.3% for Alberta in the West.

Table 43(b) shows that when the other ethnic groups constituted 20% of the public served the requirement for industrial employees to speak their language received the greatest support in Quebec although even here it was only 5.7%. Other provinces ranged from 1.4% to 4%. At the 30% minority level, Newfoundland and Quebec had, respectively, 2.7% and 2.5% in support; all other provinces had less. At the 40% level Prince Edward Island and Nova Scotia had 6.5% and 6.6% in support; the remaining provinces ranged downwards to 2.7% for the Yukon/N.W.T. Where other ethnic groups constituted 50% of the public served, support for the requirement was more pronounced, ranging from 12.9% in British Columbia to 24.5% in Prince Edward Island. In total, percentages ranging from 19.3% in Alberta to 35% in Nova Scotia favoured the requirement for other ethnic groups where they comprised not less than half of the public served. The "not stated" group constituted percentages in excess of 10% for New Brunswick, Quebec and the Yukon/N.W.T.; the remainder ranged between 9.1% for Ontario and 4.5% for Saskatchewan. Again, as for civil servants, there were substantial majorities who favoured no requirement. These ranged from a high of 73.7% and 73.8% for Saskatchewan and Alberta to a low of 57.3% for Nova Scotia and 59.7% in Quebec.

As shown in Table 44 the requirement for civil servants to speak the language of other ethnic minority groups was opposed by two-thirds of both sexes. This was the case with 68.7% of the male and 62.7% of the female respondents.



Those who did not state their position were relatively small in number, amounting to 5.3% of the males and 9.5% of the females. At the various percentage levels no group of men or women were more than 5% in favour except at the 50% level where 15.2% of the males and 18.5% of the females responded affirmatively. When the percentages are totalled, only 26% of the males and 27.8% of the females favoured the requirement.

For employees in industry, the percentage of both men and women favouring the requirement to speak the language of other ethnic groups was less than 4.5% for minorities of 20%, 30% and 40%. At the 50% level 13.9% of males and 17.6% of females favoured the requirement. The total in favour for all levels was 23.4% for men and 25.8% for women. Percentages of those who believed there should be no requirement were high: 69.2% of the males and 62.2% of the females. Only 7.4% of the males and 12% of the females expressed no opinion.

No great percentage of any age group favoured a requirement for civil servants to speak a minority language other than French or English. This is indicated by the data in Table 45. Where 40% or below constitute a minority, the highest percentage in favour was expressed by those under 25 at 7.1%. All other percentages for these minorities were less than 6%. At the 50% minority mark percentages in support of the requirement rose to 21.6% of those under 25 and gradually declined with advancing years of the respondents to 15.1% of those 55 and over. When the percentages are totalled they show that 36% of those under 25, declining to 23.3% of those 55 and over, favoured the requirement. Percentages not responding were between 5.5% of those 25-34 and 7.9% of those 55 and over. The largest percentages by far were opposed to





any requirement. The smallest number was 56.9% of those under 25. All other groups opposed were between 63.6% of those 25-34 and 69.3% of those 35-44. Those 45 and over were between 68% and 69% in opposition to the requirement.

Statistics based on age regarding the requirement for industrial employees to speak the language of other minority groups closely parallel those for civil servants. For minorities 40% and under the data do not indicate anything higher than 4.2% of those under 25 at the 20% level, 2.6% of those 25-34 at the 30% level and 6.4% of those under 25 at the 40% level. Where the ethnic group is 50% of the population served, 21.3% of those under 25 decreasing to 13.6% of those at age 55 and over reflect an affirmative attitude to the requirement. In all, 33.8% of those under 25 declining to 20.9% of those 55 and over were shown to approve the requirement when the percentages are totalled. Those not stating their position ranged from 7.3% of those 25-34 to 11.1% of those 55 or over. More than 50% of all age groups preferred no requirement, ranging from 57.7% of those under 25 to 69.6% of those 35-44 and 68% to 69% of those 45 and over.

On the basis of respondents' salary level, as given in Table 46, civil servants were required to speak the language of other ethnic minority groups by small but increasing percentages up to 5% of those earning less than \$3000 where the minority is 20%, up to 3.3% of those earning \$7000 and over where the minority is 30%, and up to 6% of those in the \$7000 and over category where the minority is up to 40%. Where the minority is 50%, percentages in favour ranged from 19.1% of those earning less than \$3000 down to



13.9% of those in the \$7000 and over group. In total, 30.5% of those earning less than \$3000, declining to 24.8% of those earning \$5000-5999, and between 25% and 26% of those earning \$6000 and more, favoured the requirement. Not stating their position were 11.2% of those earning less than \$3000 dropping to between 3% and 4% of those earning \$6000 and over. There were high percentages who preferred no requirement, ranging from 58.3% at the less than \$3000 level to 70.8% of those in the \$6000 and over level.

The requirement for industrial employees to speak the language of other minority ethnic groups received the same kind of support as that given to the requirement for civil servants. Up to 3.9% of those with less than \$3000 favoured the requirement for a 20% minority group, up to 2.7% of those at the \$7000 and over level for a 30% minority group, and up to 5.1% of those in the \$7000 and over bracket for a 40% minority. Where the minority is 50%, support came from 18.4% of those with less than \$3000 with descending percentages to 12.3% of those at the \$7000 and over level. When the respective percentages of minority groups are totalled it is found that from 22% to 25% of those earning \$3000 and over favoured the requirement. Only those earning less than \$3000 with 27.5% exceeded this figure. Those who did not state a position ranged from 13.7% of those earning less than \$3000 to 5.1% of those earning \$6000-6999. Those earning \$5000-5999 and \$7000 and over amounted to an even 6%. Opposing any requirement for industrial employees were large percentages of all salary groups ranging from 58.8% of those under \$3000 to between 70% and 72% of those earning \$5000 and over.



Fluency of language of respondents is the basis for Table 47 which analyzes the responses in this respect regarding other minority ethnic groups. The requirement that civil servants should speak the language of a minority group other than English or French, where various percentages of the population served speak another language, is supported at the 20% level by two or 13.3% of the 15 respondents fluent in a language other than English or French and by one or 11.1% of the nine respondents who speak French plus another language; 45 or 8.8% of those fluent in French only also supported the requirement. All other percentages in favour for this size of minority group as well as for minorities of 30% and 40% were less than 7%. At the 50% level, 22.2% of the nine French plus Other group, 21.7% of English plus Other, 21.9% of the trilingual group, and three of 15, or 20%, of those who speak a language other than French or English, were in favour. Those fluent in English only or French only were 14.9% and 16.4%, respectively, in favour. When the percentages of the respective minority groups are totalled it is found that from 30% to 40% of all language groups, except those fluent in English only with 23.1%, gave their support to the requirement. The largest group in support with an even 40% were those fluent in a language other than English or French. Of the French-speaking group, 16% did not state their position; for all other language groups, the percentages were less than eight. At least 50% of all groups favoured no requirement, ranging from 71.2% of the English-speaking group down to 50.6% of those fluent in French only and 53.3% of those fluent in a language other than English or French.

The attitude to the requirement for industrial employees to speak the language of other minority groups did not





differ much from that for the same requirement for civil servants. At the 20% minority level only those who speak French plus another language with 11.1% exceeded 10%; this group, with the same percentage, representing one out of nine respondents, also led the percentages in favour at the 40% minority level. No other percentage of language groups for minorities up to and including 40% reached 7%. Where the other ethnic group is 50% or less, approximately one in five of those respondents speaking a language other than French or English, of those speaking English plus a language other than French, and of those who are trilingual, supported the requirement. All other language groups fell between 10% and 20%. When the percentages of minority groups are totalled, from just over one-fifth of English-speaking respondents to one-third of those speaking French plus a language other than English and those speaking a language other than French or English were found to be in favour. From 6.5% of those speaking English plus Other to 17.6% of those speaking French did not state their position. No requirement was preferred by 71.3% of the English-speaking group ranging downward to 54.5% of the French-speaking group, and 57.5% of those fluent in English and French. All other language groups were between 60% and 70% in opposition to the requirement.

On the basis of language spoken in the home, as shown in Table 48, less than 10% of all language groups supported the requirement for civil servants to speak the language of other minority ethnic groups where they formed up to 40% of the public served, except for one respondent out of the six speaking French plus another language who supported the requirement in the case of a 20% minority. Where the



minority ethnic group is up to 50% of the public served, the percentages in favour of the requirement ranged between 14.9% of the English-speaking and 28.9% of the trilingual group. In total, between 33% and 37% of all language groups supported the proposition for all percentages of minority groups, except for 23% of the English-speaking group, and 48.2% of the trilingual group, the only group to approach a majority. Not stating their position were small numbers of not more than 10%. There were, however, overwhelming percentages of all language groups who favoured no requirement. The English-speaking were 71.4%, the French-speaking 58.1%, and all other groups between 42.2% and 66.7% opposed.

Those who would require industrial employees to use the language of other ethnic minority groups responded in much the same way as those requiring the use of the minority language by civil servants. The percentages for minorities up to and including 40% were all less than 10%, except for one respondent in six speaking French plus Other. At the 50% level the trilingual group was 25.3% in favour, English plus Other 20.7%, and all other language groups between 10% and 20%. When the percentages of the minority groups are all totalled, between 16.6% of those speaking French plus Other and 37.4% of those who are trilingual were found to be in favour of the requirement. Of those not stating a position, three language groups (French, English plus French and French plus Other) exceeded 10%; all others were less. Again there was a heavy preponderance of those who favoured no requirement, all being over 50%. The highest was the English-speaking group with 71.5% and the French plus Other group with 66.7%.



The lowest was the trilingual group with 53% and the English-French group with 54.5%. All others were between 58% and 60% in opposition.

The analysis of responses to the survey regarding other ethnic minority groups, based on educational qualifications, is given in Table 49. Percentages at all academic levels in favour of civil servants speaking the minority language to minority groups up to 40% of the public served were all less than 10%. At the 50% level the lowest percentages in favour were those who had attended elementary school at 9.3% and those who had completed elementary school at 13.4%. Those with higher academic attainments were all between 15% and 17% in favour. For all percentages of minority groups listed those favouring the proposal ranged from 21% of those who attended elementary school and by increasing percentages for each academic level up to 30.1% of those with university degrees. Those stating no position ranged from a high of 15.6% of those not completing elementary school and by steadily decreasing percentages to 4% of those who had completed university. Significant percentages at all levels opposed the requirement; these were fairly evenly grouped, all academic levels falling between 63.4% and 67.7%.

On an academic basis the responses regarding the use of minority languages by industrial employees did not differ much from those for civil servants. The highest percentage in favour of the use of the minority language where the ethnic minority is up to 40% was 5% of those with university credits. At the 50% level those in favour ranged from 8.7% of those who attended elementary school to 15% of those who had obtained their university degrees. In total,





between 17.3% of those not completing their elementary school education and 25.9% of those completing university favoured the requirement for all percentages of other ethnic groups. Those not stating a position ranged from 6% to 7% for those with secondary school graduation and higher to 18.7% at the lowest academic level. Of those who opposed the requirement the percentages were all between 60% and 68%, irrespective of their level of education.

### Summary

There seems to be no doubt that the majority of Federal public servants responding to the survey were not in favour of civil servants speaking the language of ethnic groups other than French or English even where these groups constituted up to 50% of the public served. They were even less in favour of this requirement for employees in industry. In no case was the requirement for either civil servants or industrial employees favoured by a majority of respondents. The only group of respondents even closely approaching a majority was the small group of 83 respondents speaking English, French and another language at home who had 48.2% in favour of the requirement for civil servants. No other group exceeded 40% in favour. In total, less than one-third of all respondents favoured the requirement for either civil servants or industrial employees.

Perhaps surprisingly, the Prairie provinces, where one would expect numbers of the ethnic groups other than English or French, i.e. German, Ukranian, etc., to be located, favoured the requirement for both civil servants and industrial employees even less than the Eastern provinces. It may be



that these groups, living in predominately English-speaking areas, expect, and are expected, to speak the majority language in use in the provinces where they reside.

Male and female respondents were pretty evenly divided in their opposition to the requirement, males being only a few percentage points more opposed than females. Young people again tended to be slightly more in favour of the requirement than older people although even they were not more than approximately one-third in favour. The same pattern also tended to apply to those at lower salary levels compared to those in higher salary brackets.

Those fluent in a language other than English or French tended more than any other language group to be in favour of the requirement with respect to the languages spoken by ethnic groups other than English or French, and this might be expected. They were followed closely by those who are trilingual and those who are fluent in both English and French but in no case was more than 40% of any language group in favour. On the basis of language spoken in the home, only the small group of 83 respondents speaking three languages showed any support for the requirement. The rest were all well below 40%.

Those with relatively advanced academic qualifications tended more than those at relatively elementary academic levels to be in favour of the requirement but, here again, no academic group produced even one-third of its number in support of the proposition. As mentioned earlier in this summary, the proposal did not, in short, meet with support from any significant numbers of respondents.



Should the Federal Government, Industrial Enterprises  
and Community Organizations Promote Bilingualism and  
Biculturalism in Canada?

Up to this point this report has been concerned with the analysis of respondents' reactions to questions concerning the greater use of English and French, and in certain circumstances the languages of other ethnic groups, by employees in the Federal Public Service and in private industry, as well as the teaching of English and French in the school systems of this country. The report now examines the reactions of survey respondents to the question of whether the Federal Government, industrial enterprises, and community organizations should actively promote the development of bilingualism and biculturalism across Canada. This aspect of the problem was explored in Question 17 of the survey questionnaire. The answers have been tabulated in Tables 50 to 56 inclusive and are included in Appendix "C". Once again they have been analyzed and presented in relation to the total response to the survey, both as to numbers and percentages.

As shown in Table 50, the total number of respondents favouring the Federal Government promoting bilingualism and biculturalism was 9,890, or 44.6% of the total, compared to 10,803, or 48.7%, who were opposed. A total of 1,475 or 6.7% had no stated views on the matter. Slightly less respondents, 8,871 or 40%, were in favour of industrial enterprises promoting such programs while nearly the same number, 10,911 or 49.2%, were opposed. Slightly more, 2,386 or 10.8%, had no stated views. Almost as many respondents, 9,231 or 41.6%, were in favour of community organizations sponsoring bilingualism and biculturalism as were in favour of such efforts by the Federal Government, and slightly less, 10,261





or 46.3%, were opposed. A larger number, 2,676 or 12.1%, however, did not state their views.

When the responses to the question are examined by province of residence it is found that only Quebec, with 80.3%, was predominantly in favour of the promotion of bilingualism and biculturalism by the Federal Government; one Province, Prince Edward Island, was in favour to the extent of 40.3%; all other provinces were in favour by between 21.9% in Alberta and 38% in Nova Scotia. The heaviest responses against the proposal came from Alberta with 74.2% and Saskatchewan with 71.8%. With the exception of Quebec, with only 7.5% of respondents opposed, opposition for all other provinces ranged from 54.2% in Prince Edward Island to 69.4% in Manitoba. Quebec also had the highest proportion of those not stating a position with 12.2%; all other provinces had percentages of less than 10%.

That industrial enterprises should promote bilingualism and biculturalism was supported by a large majority in Quebec with 84.1%, the other provinces ranging between 16.5% for Alberta and 32.9% for Prince Edward Island. Saskatchewan and Alberta led the opposition with 73.3% and 72.8%, respectively, while Manitoba, British Columbia and Yukon/N.W.T. had percentages in opposition in the high 60's. All other provinces were between 50% and 60% opposed. Percentages not stating their position ranged from 7% for Saskatchewan to a high of 16.2% for the Yukon/N.W.T.

Quebec residents also led all provinces in the belief that private or community organizations should promote bilingualism and biculturalism. This they did to the extent of 80.5%. All the Atlantic provinces and Ontario were 30%-40%



and all the Western provinces 20%-30% in favour of the proposition. As a corollary, the highest percentages opposed were in the West, ranging from 62.7% for British Columbia to 69.3% for Saskatchewan. Ontario and all the Atlantic provinces were between 50% and 60% opposed, Quebec being the lowest with 8.3%. Three Provinces had less than 10% not stating their position. These were Prince Edward Island with 9.3%, Manitoba with 9.4% and Saskatchewan with 7.5%. Percentages of "not stated" in other provinces ranged between 11% and 14.9%.

The analysis of responses on the basis of sex reveals, in Table 51, that males were divided on the issue of the promotion of bilingualism and biculturalism by the Federal Government with 44.3% in favour and 50.3% opposed, the rest being "not stated". By contrast, females were more in favour with 46% compared to 44.7% opposed, and 9.3% "not stated".

The proposition that industry should promote bilingualism and biculturalism was supported almost equally by males and females alike, with 40% of the males and 40.6% of the females being in favour. However, it was opposed by more males, with 51%, than females with 44.6%. More females, with 14.8%, did not state their position than males who had only 9% in this category.

Both sexes were opposed by small margins to private or community organizations promoting bilingualism and biculturalism. In the case of males the opposition was 47.7% compared to 42.3% in favour. In the case of females 40.6% were in favour (the same percentage as in favour for private industry) and 42.8% were opposed. 10.1% of the males had no stated position in the matter compared to 16.6% of the females.



Table 52 shows that, on the basis of age, youth was more liberal than age in its attitude to the promotion of the twin objectives by the Federal Government. The two youngest age groups, those under 25 and 25-34, were 61.4% and 50.3% in favour, respectively; percentages for the other age groups were in the low 40's. Since less than 10% at each level did not state their opinion, the figures for those opposed complement, for the most part, the figures for those in favour.

The opposition was stronger in the case of promotion by industrial enterprises. Those under 25, with 57.3%, were the only group providing a majority in favour although those aged 25-34 were slightly more in favour than in opposition by 46.6% compared to 45.9%. The other age groups were all more opposed than in favour, the 35-44 group by 51% to 38.6%, those 45-54 by 52.8% to 35.4%, and those 55 and over by 49.5% to 35.6%. Those not stating their position ranged from less than 8% of those under 35 to 14.9% of those 55 and over.

Support for the proposition that private or community organizations should promote bilingualism and biculturalism came from the two youngest age groups: 54.9% of those under 25 being in favour compared to 35.9% opposed, the percentage being 47.3% compared to 43.5% for those aged 25-34. In all the other age groups more were opposed than were in favour: those in the 35-44 age groups being 48.3% in opposition as against 40.2% in favour; in the 45-54 age group 48.8% were opposed compared to 38.1% in favour; and those 55 and over were 45.6% opposed compared to 38.2% in favour. From 9.2% of those under 35 to 16.2% of those 55 and over had no stated position.





There was a slightly greater tendency, as shown in Table 53, for those in low income brackets than those at higher salary levels to maintain that the Federal Government should promote bilingualism and biculturalism. Those with incomes of less than \$3000 were 49.4% in favour as against 40.3% in opposition to such a program, and at the \$3000-3999 level the percentage in favour was 45.4% compared to 45.1% opposed. All other salary brackets had opposition percentages higher than favourable percentages, ranging between 48.6% of those in the \$4000-4999 bracket and 52.8% of those earning \$7000 and over who were opposed, compared to 44% who were in favour at both salary levels. Between 3.2% of those with \$7000 and more and 10.4% of those earning less than \$3000 did not state their position.

Only the under \$3000 group supported such a program for private industry, the percentages being 44.1% in the affirmative and 40.4% in the negative. Affirmative percentages otherwise ranged between 38.1% of those earning \$7000 and over and 40.7% of those at the \$4000-4999 level, while the negative responses ranged between 44.3% of the \$3000-3999 group to 56% of those with \$7000 and over. "Not stated" ranged between 5.9% of those with \$7000 and more to 15.8% of those earning \$3000-3999.

The under \$3000 class also favoured promotion of bilingual and bicultural programs by private or community organizations with 42.2% in favour compared to 39.8% opposed. For all other salary groups favourable percentages ranged from 40.2% of those earning \$3000-3999 to 43.2% of those with \$7000 and more. In each case there were slightly higher



percentages in opposition, ranging from 42.1% of those at the \$3000-3999 level to 50.6% of those earning \$7000 and over. Those not taking sides in the matter ranged from 6.2% of those with \$7000 and more to 18.1% of those earning less than \$3000.

Table 54 reveals strong support for the idea that the Federal Government should promote bilingualism and biculturalism from the French linguistic group with 74.6%, the English and French group with 84.5%, French and Other with 77.8%, and the trilingual group with 74.9%. The strongest opposition came from the English language group with 65.5% and English and Other with 61.6%. However, 21.5% of the French-speaking and 22.5% of the French and Other groups stated no position in the matter. For the balance, the percentages not stating were between 3% and 13.3%.

That industry should provide such programs was supported by the French-speaking group with 84.4%, English and French with 87.1%, French and Other with 88.9%, and the trilingual group with 72%. Opposition came from the English-speaking group with 65.7%, and the English and Other group with 64.3%. Those not stating a position ranged between 6.7% of the English-French speaking to 20% of those not fluent in either French or English.

There were some large percentages in favour of private or community organizations promoting bilingualism and biculturalism. Among these were those fluent in French with 76.4%, English and French with 83.6%, French and Other with 77.8%, and the trilingual group with 69.5%. Opposed were the English-speaking and the English and Other groups with 61.6% and 58.1% respectively. Not stating their position were from



9.7% of the English-French speaking group to 26.7% of those not fluent in either of the two major languages of the country.

As shown in Table 55, on the basis of language spoken in the home, 85% of the French-speaking, 79.8% of the English and French-speaking, 83.3% of the French and Other and 63.9% of the trilingual group were in favour of the Federal Government promoting bilingual and bicultural programs. Opposition came from the English-speaking with 65.1%, and the English and Other group with 59.4%. Of the French-speaking, 13.5% did not state their opinion, neither did 16.7% of those using both French and English in the home. Others who did not state their view amounted to less than 10% of each language group.

There were high percentages in favour of industrial enterprises undertaking bilingual and bicultural programs. They included those speaking French and Other in the home with 100%, French with 91.9%, English and French with 76.6% and those who were trilingual with 63.9%. In opposition were the English-speaking only group with 65.5%, and English and Other with 61.8%. Percentages not stating an opinion were between 6.1% of the French-speaking group and 16% of those speaking a language other than English or French in the home.

Again, there were high percentages in favour of private or community organizations undertaking programs fostering bilingualism and biculturalism. They included those speaking French at home with 86.4%, English and French with 74.8%, French and Other with 83.3%, and trilingual with 61.4%. Those most opposed included the English-speaking group





with 61.3%, and English and Other with 55.3%. From 6% of the trilingual group to 17.8% of those speaking neither English nor French at home did not state their opinion.

Table 56 indicates that, on the basis of education, two groups favoured the promotion of bilingual and bicultural programs by the Federal Government: those who had university credits (47.9%) and those with a degree (55.2%) compared to 47.3% and 41.1%, respectively, in opposition. Other educational levels had higher percentages opposed than in favour, those attending but not completing secondary school by 51.9% compared to 41.5%, the others by opposition percentages in the 40's that were greater than the corresponding favourable percentages by from 4.1% to 6.1%. It is noteworthy that slightly more than 20.5% of those who attended and 12.8% of those who completed elementary school did not state an opinion; all other "not stated" percentages were from 3.7% of those with a degree to 6.6% of those who attended secondary school.

The requirement for bilingual and bicultural programs on the part of industrial organizations was supported by 35.4% and 38.3% at the two primary school levels, by 36.1% and 40.8% at the secondary school levels, and by 43.3% and 48.3% at the two university levels, but these percentages were all lower than the corresponding negative percentages which were 37% and 42.3% at the elementary levels, in the low 50's at the secondary school level and in the 45%-50% range at the university level. Percentages not stating their opinion were 27.6% and 19.4% for the incomplete and complete elementary school levels, 12.7% for the incomplete secondary school levels and less than 10% for the remainder.



Up to, but not including the university levels, the opposing percentages were higher than the affirmative percentages with respect to the promotion of bilingual and bicultural programs by private or community organizations. The opposing responses at the elementary school levels, at 34.8% and 40.9%, were two or three percentage points higher than the affirmative responses. At the secondary school levels they were 48.7% and 47.4%, from 11.6% to 5% higher, respectively, than those in favour. At the university levels the affirmative responses exceeded the negative responses by 46.9% to 45.3% for those with university credits and 53% to 40.5% for those at the degree level. There were high percentages of "not stated" at the elementary school levels: 32.5% and 22.1% respectively. At the secondary school levels the percentages dropped to 14.1% and 10.2%, and at the university levels they were less than 10%.

#### Summary

In general, it may be said that almost as many respondents (44.6%) were in favour of the Federal Government promoting bilingual and bicultural programs as were opposed to the idea (48.7%). The same was true with respect to community organizations with 41.6% in favour and 46.3% opposed. Almost twice as many, however, had no stated opinion with respect to community organizations as with respect to the Federal Government. A lesser number of respondents were in favour of such programs for industrial enterprises with only 40% in favour, nearly 50% opposed, and about 10% with no stated views. Quebec was the only Province with respondents overwhelmingly in favour of promoting bilingualism and biculturalism.



Slightly more females than males were in favour of the promotion of bilingualism and biculturalism by the Federal Government and private industry but slightly more men than women were in favour in the case of community organizations. On the whole, there was little divergence of viewpoint on the basis of sex.

Younger respondents tended to be more emphatically in favour of such programs at all levels than older respondents although the greatest opposition came not from the oldest age groups but from those at the middle or 35-55 age level.

There was also little divergence of opinion on the basis of salary earned although those at the minimum salary levels tended to be just slightly more in favour than those in the higher income brackets.

There was no doubt, however, that those who were fluent in French or in French plus one or more other languages tended much more to be in favour of the promotion of bilingualism and biculturalism by all types of organizations, public and private, than those fluent in English only. The same marked difference was also true between those using French or French and other languages in the home and those speaking English only or English and a language other than French at home.

On the basis of academic attainment, those at the university level tended to be more strongly in favour of the promotion of bilingual and bicultural programs by public and private organizations than those not reaching this level of academic attainment. Next most in favour were those at the secondary school level and least in favour were those with elementary school education only.





Should the Royal Commission on Bilingualism and  
Biculturalism Concern Itself with the Safeguarding  
of the Language and Culture of Minority Groups  
other than English and French?

This question, number 18 and the last in the survey questionnaire, is dealt with in Tables 57-63, as shown in Appendix "C". Across Canada, 31% of the respondents believed that the Royal Commission should concern itself with safeguarding the language and culture of minorities other than English or French, 64.7% did not, and 4.3% did not state their position.

The analysis of responses by province of residence as shown in Table 57 reveals that more than 30% were in favour in Prince Edward Island with 34.3%, Nova Scotia with 30.4%, Quebec with 38.7%, Manitoba with 34.3% and Saskatchewan with 32.7%. All other provinces had percentages of between 20% and 30%. Since the "not stated" percentages did not exceed 6% in any province, the percentages of respondents in every province who were opposed exceeded 60%, except in Quebec with 56.4%.

On the basis of sex, the attitude of respondents, as examined in Table 58, shows that females were slightly less opposed than males, 66.8% of the males being opposed with 29.9% in favour and 59.7% of females being opposed with 33.7% in favour. Only small percentages of either sex, 3.2% of the males and 6.7% of the females, did not state their position.

The negative percentages on the basis of age, as given in Table 59, were greater than the affirmative percentages at all levels. At the under 25 level, the negative response was 57.3% compared to 38.6% in favour. At all other levels, negative percentages were in the 60's, ranging between



64.1% of those age 25-34 and 67.6% of those 55 and over.

Affirmative responses, by comparison, ranged from 26.5% of those 55 and over to 32.4% of those 25-34. Percentages of those not stating their position were of no real significance.

Table 60 presents data on the basis of salary level. At all levels, those in opposition to the idea were more numerous than those in favour. The only percentage of those in opposition less than 60% was for those earning less than \$3000 with 56.4%. Negative responses for all other groups ranged between 60.8% of those in the \$3000-3999 bracket and 69.6% of those at the \$7000 and over level. By comparison, favourable responses ranged from 28% of those at the highest to 35.9% of those at the lowest income level. Only 2.4% of those with \$7000 and over to 7.7% of those with less than \$3000 did not state their position.

On the basis of the fluency of language of respondents, as given in Table 61, eight out of fifteen respondents who were fluent in a language other than English or French, or 53.3%, were the only language group in favour of having the Royal Commission safeguard the language and culture of minorities other than English and French; 33.3% were opposed and 13.3% did not state their position. Percentages between 50% and 60% in opposition to the proposition characterized all other language groups with only 26.8% to 43.7% being in favour. Percentages of those not stating their position were less than 10% for all language groups except for 13.3% of those fluent in other than English or French.

Table 62 shows that, on the basis of language spoken in the home, the trilingual group was the only group that had more respondents in favour than in opposition to the proposition,



with 49.4% in favour compared to 45.8% opposed, and 4.8% not stating a position. Of those who speak French plus another language at home, 83.3% were opposed, as were 69.8% of those speaking English at home. The remaining language groups were all opposed by between 50% and 60%. Only small percentages, ranging up to 6% of those using both French and English at home had no expressed views on the matter.

At all levels of education more than 50% expressed opposition to the idea of the Royal Commission concerning itself with safeguarding the language and culture of minority groups other than English or French. Those in favour ranged from 29.2% of those completing elementary school to exactly one-third of those completing university. From 3% of those with university degrees to 10.8% of those who attended elementary school held no stated views.

#### Summary

There seems to be little doubt that the majority of the 22,168 Federal public servants responding to the Federation's survey did not feel that the Royal Commission should concern itself with safeguarding the language and culture of minority groups other than English or French even though this was one of the areas of concern expressed by the Royal Commissioners and included in their terms of reference. Less than one-third of respondents were in favour of the idea and nearly two-thirds were opposed. Men tended to be more in opposition than women, as were those at older age levels compared to younger respondents. Those at higher salary levels were likewise more opposed than those with lower salaries. Only the few respondents fluent in a language other than French or English showed any tendency toward favouring





the proposition; the other language groups were largely opposed. On the basis of language spoken in the home, all language groups were more in opposition than in favour except the relatively few speaking English, French, and another language. Respondents at all levels of academic attainment were opposed with very little variation at each level in the degree of opposition.

#### Highlights of the Report

This report has analyzed in some detail the responses of 22,168 members of the Civil Service Federation, who are employees of the Government of Canada, on the problems of bilingualism and biculturalism, particularly as they may affect employees in the Federal Service and in private industry. This section will attempt to summarize the highlights resulting from this analysis. It will be followed by a number of recommendations which the Federation believes derive from the study of these responses and should be brought to the attention of the Royal Commission in its examination of the whole problem as it may affect all Canadians. For ease of reference both these highlights and the recommendations that follow will be numbered.

1. There is little doubt that most respondents are not yet ready to accept the proposition that both English and French should be given equal status as official languages for use in all parts of Canada. Only 7,040 or 32.2% of the 21,837 respondents to the question supported the proposition. Slightly more than twice this number, 14,797 or 67.8%, rejected the idea. Support for the proposition was stronger in Eastern Canada, where from 20% to 25% were in favour, than in Western



Canada where support ranged from 10% to 20%. Quebec was the only Province wholeheartedly supporting the proposition with nearly three-quarters or 73.3% in favour. Of the 14,797 respondents rejecting the proposal 8,787 or approximately 60% favoured the use of both French and English as official languages in the Province of Quebec.

More female than male respondents, 35.2% compared to 31.1%, favoured equal status for English and French in all parts of Canada but, of those rejecting the idea, more men than women, 60.8% compared to 55.9%, favoured equal status for both languages in Quebec.

Younger respondents tended to support the proposition more than older respondents. At all age levels only those under 25, with 49.1%, approached a majority in favour. All age groups, however, supported equal status for both languages in Quebec.

Those at lower salary levels were more in support than those at higher levels. Only those earning less than \$3000 per year, with 40.4%, came close to supporting the proposal. All salary levels, however, favoured equal status for both languages in Quebec.

On the basis of language fluency, those fluent in French with 78.8%, in English and French with 77.3%, and in English, French and another language (trilingual) with 62.5%, favoured the granting of equal status to both English and French as official languages in all parts of Canada, but the overwhelming majority, 84.8% of the 14,870 English-speaking respondents were opposed. All language groups, however, favoured equal status for both languages in Quebec.



On the basis of language spoken in the home, those using French with 82.2% and English and French with 68.7%, supported the granting of equal status to both languages in all parts of Canada but 84.4% of the 15,078 respondents speaking English at home were opposed. Again, all language groups supported equal status in Quebec.

Those with primary academic attainments appeared to be more in favour of the proposition than those with advanced educational attainments. Only those with elementary school attendance, with 41.8%, approached a majority in support. Of respondents opposing the requirement, however, those with higher academic standing, particularly at the university level, were most in favour of equal status for the two languages in Quebec.

2. Many more respondents were in favour of the compulsory teaching of English and French in elementary and secondary schools across Canada than were in favour of the granting of equal status to both languages in all parts of Canada. In fact, a majority of 50.1% of all those responding to the question favoured the compulsory teaching of both languages at the elementary school level; 54.6% did so at the secondary school level. Eastern Canadians again supported the proposition more strongly than Western Canadians. Strongest support again came from the Province of Quebec with 79.1% in favour for elementary schools and 81.7% in favour for secondary schools. Newfoundland and Prince Edward Island respondents also provided majority support at the elementary and secondary school levels with Nova Scotia also supporting the requirement in secondary schools. Of respondents rejecting the proposal





42.9% supported it at the elementary school level and 46.4% at the secondary school level for Quebec with lesser support for the other provinces.

Female respondents again gave greater support than males. Of the females, 55.8% supported the compulsory teaching of English and French at the elementary school level and 59.6% at the secondary school level, compared to 47.8% male support in elementary schools and 52.8% in secondary schools.

Respondents under 35 gave greater support than those over 35. Of those under 25, 64.3% supported the proposal at the elementary school level and 67.7% at the secondary school level. Of those 25-34 years of age 54.3% supported the idea for elementary schools and 57.9% for secondary schools. 53.6% of those 35-44 and 52.7% of those 45-54 also supported the idea at the secondary school level. Support from all other age groups at both levels ranged from 45% to 50%.

Those earning less than \$4000 per annum and those earning \$7000 per annum and over supported the teaching of both languages in elementary schools with support ranging from 51.1% at the higher level to 57.2% at the lowest level. Support from the \$4000-7000 brackets ranged from 48% to 48.3%. All salary levels favoured the proposal at the secondary school level with support ranging from 52.6% to 60.2%.

Respondents fluent in French favoured the compulsory teaching of English and French in elementary schools by a margin of 82.1%; those fluent in French and English with 81%, as did those who were trilingual with 73.4%. Only those fluent in English with 38.6% and English and a language other than French with 36.3% failed to give the proposal majority support. Again, all major language groups except the



English-speaking, with 43.9%, and English and Other, with 46%, supported the proposition at the secondary school level by margins ranging from 75.3% of those who are trilingual to 83.1% of those who are bilingual (English and French) and 85.4% of those fluent in French only.

The same pattern developed on the basis of languages spoken in the home. The French-speaking, bilingual and trilingual groups supported the proposal at both the elementary and public school levels by margins ranging from 67.5% to 86.9%. Only those speaking English and English and Other at home, with support ranging from 35.3% to 44.1%, failed to give majority support.

On the basis of academic attainment, all those completing secondary school and who attended or graduated from university supported the teaching of English and French at the elementary school level by margins of 50.6% to 57.7%. Those with lower academic qualifications approached a majority in support with percentages ranging from 46.2% to 49.4%. All academic levels except those who had only elementary school graduation supported the idea at the secondary school level by margins of 50.1% to 62.9%. In general, the higher the level of academic attainment, the greater the support for the compulsory teaching of both languages in both elementary and secondary schools.

3. The large majority of respondents were definitely opposed to the proposition that either civil servants or industrial employees should be required to speak both English and French in all parts of Canada. Opposition in both cases amounted to 73.4% of all respondents. Only 20.2% favoured



the proposal for civil servants and 17.4% for industrial employees. The balance had no expressed views on the matter. Only respondents in the Province of Quebec with 61.8% for civil servants and 51.7% for industrial employees favoured the proposal.

Slightly higher percentages favoured the requirement for civil servants at Ottawa with 29.3%, and for industrial employees in industries' head offices with 19.1%. They were well outnumbered, however, by those opposing the idea for civil servants at Ottawa with 48.2%, and employees in industries' head offices with 43.5%. The balance stated no position on the matter. Only Quebec respondents favoured the idea for civil servants at Ottawa with 56.6% compared to 9.3% opposed, and for industrial employees at their employers' head offices with 41.8% compared to 10.6% opposed.

Slightly more men than women favoured the idea for civil servants and industrial employees across Canada and for civil servants and industrial employees at their respective head offices but in no case did the proposition reach 25% support except for 30.6% of the females with respect to the requirement for civil servants at Ottawa. Three-quarters or 75% of male respondents and over two-thirds or 69% of female respondents were opposed to the idea for civil servants and industrial employees across Canada. From 45% to 50% of the males and 39% to 43% of the females opposed the requirement for civil servants and industrial employees at their respective head offices.

Younger respondents were more in favour than older respondents of the requirement for civil servants and





industrial employees across Canada and at Ottawa and at industries' head offices. Only those under 25, however, with respect to civil servants and industrial employees across Canada and civil servants at Ottawa, were more than one-third in support of the proposal and even here support did not reach 40%.

Support for the proposition was more pronounced among those at lower salary than at higher salary levels, but support reached more than 30% only in the case of those earning less than \$5000 and for civil servants at Ottawa only.

Of the major language groups, only those fluent in French and English and French with 59% and 62.4%, respectively, provided majority support for the requirement for civil servants to speak both English and French in all parts of Canada. For industrial employees, support from these language groups was 58.8% and 52.4% respectively. The trilingual group had more in favour than opposed to the requirement for civil servants across Canada with 48% compared to 43.7%. For all other major language groups opposition far exceeded support, particularly with respect to the English-speaking group with 90.4% opposed to the requirement for civil servants and 88.6% opposed for industrial employees. Again, the French-speaking, and English and French-speaking groups, with 58%, favoured civil servants at Ottawa speaking both languages, but nearly two-thirds of the English-speaking group were opposed. None of the major language groups produced majority support for the requirement for industrial employees at their head offices although the French-speaking, French and English-speaking, and trilingual groups had more in favour than in opposition to the requirement.



Large numbers, however, held no stated opinions on the matter. The same pattern of responses held true with respect to the language spoken in the home. French-speaking and English and French-speaking respondents were generally in favour, with English-speaking respondents being substantially opposed to the proposition.

Only those at the elementary school level showed more support for, than opposition to, the proposal, and only with respect to civil servants at Ottawa and industrial employees at their industries' head offices. In no case, however, for either civil servants or industrial employees, either across Canada or at their headquarters, did support reach 35%. In most cases those opposed to the proposal were clearly in the majority although in the case of civil servants at Ottawa and industrial employees at their head offices fairly larger numbers held no stated views on the matter.

4. Support for the requirement that civil servants and industrial employees speak both English and French was much more pronounced when either of these languages were spoken as minority languages by up to 50% of the public served. A total of 50.1% of all respondents supported the requirement for civil servants compared to 20% who opposed it in situations where the minority language was English, and 46.4% supported it compared to 20.3% who opposed it where the minority language was French. The balance of respondents held no stated views. Eastern Canadians again gave greater support than Western Canadians in both situations although in no part of the country did opposing responses approach in number those in support. Quebec again led the way in favour of the requirement for both French and English.



Slightly lesser percentages supported the requirement for industrial employees with 47.1% in support and 21% opposed where the minority language was English, and 43.5% in favour and 21.5% opposed where the minority language was French, the balance of respondents giving no stated views on the matter. Again, all provinces gave greater support than opposition to the requirement for industrial employees in the case of both languages, with the exception of Manitoba with respect to industrial employees speaking French, when those in opposition exceeded those in favour by less than 1%. On the whole, Eastern Canadians again tended to give stronger support than those in the West, with Quebec once more leading the way in support of the requirement for both English and French.

Male respondents gave slightly greater support to the requirement for both civil servants and industrial employees speaking English and French as minority languages when they are spoken by up to 50% of the public served. Male support for civil servants and industrial employees speaking English was 51.9% and 48.6%, respectively, compared to female support of 45.7% and 43.8%. Likewise, male support for civil servants and industrial employees speaking French was 48% and 44.7%, respectively, compared to female support of 43% and 40.9%. In no case did opposing responses reach the level of 23%.

Younger respondents were more in favour of the proposal than older respondents. The age group most strongly in support of the proposal for civil servants and industrial employees were those under 25 whose support, ranging from 50% to 56%, more than trebled opposition responses. Those least





in favour were in the age group 55 and over, with support ranging from 40% to 47%, but even here favourable responses more than doubled opposition responses. As with all classifications, fairly large numbers, ranging from 30% to 35%, held no stated views.

Respondents at higher salary levels were more strongly in favour of the requirement than those at lower salary levels. Those earning \$7000 and over were most strongly in favour, with percentages ranging from 48% to over 56%, just about double the number of opposing percentages. At no salary level, however, did the opposing responses approach those in favour.

Those fluent in French or English and French, or who used these languages in the home, were more in favour of the requirement than those who are fluent in English only or who speak only English at home. The former language groups were from 56% to 62% in favour, more than ten times as many as the percentages of opposing responses. However, even the English-speaking respondents were nearly two to one in favour of the requirement.

On the basis of academic attainment, those at the university level were most strongly in favour of the requirement. Support at this level ranged from 47% to 57% compared to 20% to 26% opposed. Respondents at all academic levels were much more in favour than in opposition to the requirement for civil servants and industrial employees alike.

5. Employer incentives for employees to improve their bilingual achievements did not receive the majority support of all respondents but it did come close to it. Approximately 40% of respondents favoured the Federal Government providing



language training classes in working hours compared to 45% who did not. One-third of respondents favoured provision of this incentive by industrial employers, nearly one-half did not. Approximately 30% of respondents supported the provision of training classes by the Federal Government outside working hours while 43.7% did not, and approximately 28% favoured such a provision by industrial employers while 45% did not. Just over 40% favoured the payment of allowances by the Federal Government for employees reaching a proficient level of bilingualism and approximately the same percentage opposed the idea. Approximately 40% favoured the payment of such allowances by industrial employers while 46% did not. In all these situations the percentages of respondents not stating a position one way or the other ranged from 15% to 27%.

Once again, there was greater support for the proposals from respondents in Eastern Canada than from those in the West but Quebec was the only Province where respondents were clearly in favour of all three proposed incentives.

Female respondents tended more than males to favour the provision of training classes in working hours in Government and in industry but males were more in favour than females of training classes outside working hours and of the payment of allowances.

Younger respondents were more in favour of all three proposals than were older respondents. Those under 25 were most in favour and those 35-55 were most opposed.

In general, those at lower salary levels were more in favour of the proposed incentives than those in the higher salary brackets, except for training classes outside working hours where the more highly paid respondents were more in favour.



Once again, those fluent in French or English and French or who were trilingual were more in favour of the provision of the proposed incentives by both Government and industry than were those fluent in English only. The greatest support for training classes in working hours came from the French-speaking respondents with 75% for Government and 65% for industry. The bilingual group was most in favour of training classes outside working hours with 47% and 49% for Government and industry, respectively. They also provided the greatest support for the payment of allowances with 76% for Government and 75% for industry. On the basis of language spoken in the home the percentages varied somewhat from those just mentioned but the pattern was much the same.

The pattern of responses, on an academic basis, of those supporting and opposing the proposed incentives was much the same at all academic levels.

6. Respondents were clearly opposed to the proposition that civil servants or industrial employees should be required to speak the language of ethnic groups other than English or French even where such groups constitute up to 50% of the public served. Only 27.1% of all respondents favoured the requirement for civil servants while 66.5% opposed it, and only 24.1% supported it for industrial employees while 67.1% were opposed. Surprisingly, the Prairie provinces, where many such ethnic groups might be expected to be located, supported the proposition even less than the Eastern provinces. Support in the East ranged from approximately 25% to 40% and in the West from around 20% to 25%.

Females tended to support the requirement more than males but for both sexes support ranged from only 24% to 28%





for civil servants and industrial employees alike. Young people again were more in support of the proposal than older respondents, and only at the under 25 level was more than one respondent in three in favour, with 36% favouring the requirement for civil servants and 33.8% for industrial employees. Lower salaried respondents tended to be slightly more in favour than those at higher salary levels, although the percentage spreads at all salary levels did not exceed 5%. Only respondents earning less than \$3000, with 30.5% in favour of the requirement for civil servants, exceeded 30% in support. Even this group supported the requirement for industrial employees by only 27.5%.

On the basis of language fluency, support was fairly evenly spread amongst all language groups with from 28% to 36% in favour of the requirement, except for those fluent in a language other than English or French who supported the requirement for civil servants by 40%, and for those fluent in English only who favoured the requirement for civil servants by only 23.1% and for industrial employees by only 20.8%.

On the basis of language spoken in the home only the small group of 83 respondents speaking more than two languages at home provided any support for the proposal, and here only for civil servants by 48.2%. In all other cases support from the various language groups was well below 40%, with a high of 37.4% and a low of 16.6%.

Those with higher academic training tended to be slightly more in favour of the requirement than those at lower academic levels but the only group reaching 30% were those with a university degree who supported the requirement for civil servants by 30.1%. Support at all other levels for the



requirement for civil servants and industrial employees ranged from only 17.3% to 28.4%.

7. Almost as many respondents favoured the Federal Government sponsoring bilingualism and biculturalism as were opposed, with 44.6% in favour and 48.7% in opposition. The same pattern held true with respect to the proposal for industry and community organizations. 40% of respondents were in favour of industrial enterprises sponsoring bilingualism and biculturalism and 49.2% were opposed. 41.6% were in favour of the proposal for community organizations and 46.3% were opposed. The balance of respondents in each case had no expressed opinions on the matter. Support was again stronger in the East than in the West, but only slightly, except in Quebec where support was quite strong in all three situations, ranging from 80.3% to 84.1%.

Female respondents were slightly more in favour than males of the Federal Government and private industry sponsoring bilingual and bicultural programs but more men than women were in favour of the proposal for community organizations. At each level, however, the percentage spread between support and opposition from both sexes was not large, ranging from less than 2% up to a high of 11%. More women were actually in support of the proposal for the Federal Government than were opposed to it, 46% favouring the requirement compared to 44.7% in opposition.

Younger respondents tended to be more in favour than older respondents. Those under 35 had more in support of, than in opposition to, the requirement for the Federal Government, industrial enterprises and community organizations.



Those 35 and over, however, had more opposed than in favour. Those under 25 supported the requirement for the Federal Government by almost a two-to-one margin, 61.4% to 32.5%.

Support for and opposition to the proposal was fairly evenly spread at all salary levels for each of the three jurisdictions: Federal Government, industry, and community organizations.

Those fluent in French or in French and one or more other languages tended to be much more in favour of the proposition for each jurisdiction than those fluent in English only. Strongest support for the requirement for each jurisdiction came from those fluent in English and French, with support ranging from 83.6% to 87.1%. Strongest opposition came from those fluent in English only, with opposition ranging from 61.6% to 65.7%. On the basis of language spoken in the home, however, those speaking French at home were most strongly in favour of the three jurisdictions promoting bilingualism and biculturalism by margins ranging from 85% to 92%. Those using English at home were again those most opposed, with opposition to the three jurisdictions sponsoring bilingualism and biculturalism ranging from 61.3% to 65.5%.

Those at the university level tended to be slightly more in favour of the requirement for Government, industry and community organizations than those with lesser academic attainments. University graduates provided more responses in support of, than in opposition to, the proposals for each jurisdiction while those with university credits provided more support than opposition for the requirement in the case of the Federal Government and community organizations.





8. Respondents were clearly opposed to the proposition that the Royal Commission should concern itself with safeguarding the language and culture of minority ethnic groups other than English or French. Less than one-third of respondents (31%) supported the idea and nearly two-thirds (64.7%) opposed it. Support in the various provinces ranged from a low of 24.2% in Alberta to a high of 38.7% in Quebec.

Female respondents with 33.7% were slightly more in favour than males with 29.9%. Younger age groups tended to be more in favour than those at older levels, support ranging from 38.6% of those under 25 to 26.5% of those 55 and older. Those at lower salary levels tended to be more in favour than those with higher salaries. Support ranged from 35.9% of those earning less than \$3000 to 28% of those earning \$7000 and over.

Only eight of the 15 respondents fluent in a language other than English or French, or 53.3%, gave majority support to the proposal. Support from all other language groups ranged from 26.8% to 43.7%. The same pattern held true on the basis of language spoken in the home, only here the group most in favour, with 45.5%, was that speaking English and a language other than French at home.

The spread in favourable responses on the basis of academic standing was very small, ranging from 29.2% of those with elementary school education to 33.3% of those with university degrees.



Recommendations

On the basis of the reactions of its members who participated in its survey on bilingualism and biculturalism, the Civil Service Federation makes the following recommendations. It urges the Royal Commission to support these recommendations in its report to the Government of Canada.

1. Both English and French should be taught as compulsory subjects in elementary and secondary schools in all parts of Canada. There is no doubt that the majority of the Federation's members responding to the survey were clearly in favour of such a proposal. The Federation realizes the problems that the recommendation may create in view of the present constitutional requirement in Canada that the respective provinces have exclusive rights to control their own educational curricula. Nevertheless, if the Government of Canada is genuinely concerned about the problems of bilingualism and biculturalism in this country we believe it should take the lead in approaching the respective provinces with the view to persuading them to make whatever changes may be necessary in their respective statutes and regulations governing their school systems to see that all Canadians, no matter in whatever part of Canada they may reside, may have the opportunity from the very beginning of their educational development to learn the two languages of this country.
2. Both civil servants and employees in industry should be required to speak English and French if either language is spoken by up to at least 50% of the public served.



Although survey respondents did not agree that civil servants or industrial employees should be required to speak both English and French on any purely geographic basis, such as in all parts of Canada or at Ottawa or the head offices of industries, the majority did feel that they should do so if up to 50% of the public served spoke either language as a minority. In other words, respondents seemed to feel that, in any area of the country, if the public served constituted substantially equal numbers of both English-speaking and French-speaking citizens then the civil servants or industrial employees serving them should become reasonably fluent in both languages. This proposition was supported by at least twice as many respondents as were opposed to it.

3. In order to facilitate the greater development of bilingualism among civil servants and industrial employees, particularly in areas where they are required to deal with both English-speaking and French-speaking members of the public, both the Federal Government and employers in industry should foster language training classes in both English and French during working hours. They should also be prepared to pay an allowance to employees required, in the normal course of their duties, to use English and French, once they have reached a demonstrated level of proficiency in the use of both languages.
- Although a majority of our survey respondents were not in favour of either requirement, sufficient percentages were in favour, approximately 40% in both cases, that





the Federation believes these training and incentive programs should be embarked upon without delay by both the Federal Government and by private industry. In many areas, of course, such programs are already in existence but the Federation believes that the Federal Government might well take the lead in encouraging their expansion. The compulsory teaching of both English and French at all levels in the school systems of our country will help our children to become more bilingual, but training classes and other incentives are necessary to assist the adult population who have, in the main, not had the advantage of bilingual training in school. This should be done if more of the adult population is to become bilingual and the use of both English and French is to become more wide-spread throughout Canada.

4. The Federal Government, private industry, and community organizations should promote and foster the growth of bilingualism and biculturalism in Canada. They should do this, however, at a rate acceptable to the general public in the various parts of Canada. Too slow a rate of growth will not meet the need for increased recognition of the development of bilingualism and biculturalism in Canada. Too fast a rate may turn the public in many parts of Canada away from responding favourably to this promotion and development. While many, more than 40%, of the respondents to the Federation's survey approved the idea that the Federal Government, industrial enterprises and community organizations should sponsor



bilingualism and biculturalism in Canada, the majority have not yet reached the position of giving wholehearted support to the proposition. The Federation believes enough of them have, however, that, to the extent they reflect the thinking of citizens generally, a properly timed, properly paced program of development of bilingualism and biculturalism should, in the long run, receive the support of most citizens.



APPENDIX "A"

LIST OF OFFICERS





<u>ORGANIZATION</u>	<u>PRESIDENT</u>	<u>SECRETARY</u>
Civil Service Federation of Canada	C.A. Edwards	W. Hewitt-White
<u>Affiliated National Organizations:</u>		
Canada Agriculture National Employees Association	A.I. Stewart	M. Bedard
Canadian Air Services Association	S. Beach	C.B. Christensen
Canadian Immigration Staff Association	R.R. Shaw	N. Green
Canadian Marine National Employees Association	D. Bennett	R.G. Armstrong
Canadian Railway Mail Clerks Federation	C.J. Tobin	J. Belland
Canadian Taxation Division Staff Association	F.J. Lancaster	W.A. Thivierge
Customs and Excise Officers Association	J. Jackson	D.V. Paterson
Department of National Health and Welfare Employees Association	E.M.K. Ball	R.E. Armstrong
Department of Veterans Affairs Employees National Association	J.C. Carlo	W.L. Girey
Federal Public Works Employees Association of Canada	A. Mercier	Mrs. D. Vick
Federated Association of Letter Carriers }	J. Cooper	F.A. Standring
National Defence Employees Association	J.K. Wyllie	K. Green
National Unemployment Insurance Commission Association	R.J. Prud'homme	E.C. Fortier
Research Council Employees Association	C.E. Reaume	R. Catto
Treasury Staff Association of Canada	W.B. Olmsted	J.M. Roney
<u>Directly Affiliated Associations:</u>	--	L. Constantineau

Note: In some cases the Secretary is referred to as the Executive-Secretary, the National Secretary, or the Secretary-Treasurer.



APPENDIX "B"

SURVEY QUESTIONNAIRE



## CIVIL SERVICE FEDERATION OF CANADA

April, 1964.

88 Argyle Avenue,  
Ottawa 4, Ontario.

To: ALL MEMBERS OF THE CIVIL SERVICE FEDERATION OF CANADA

## THE ROYAL COMMISSION ON BILINGUALISM AND BICULTURALISM

The Royal Commission on Bilingualism and Biculturalism held its initial hearing in Ottawa on November 7th and 8th. The purpose of the hearing was to provide an opportunity for organizations and individuals to present their views on the Commission's terms of reference. The Federation participated with a number of other organizations at the hearing and was invited to submit, at a later date, a formal brief in writing on its views on this complex and important subject.

As this is a matter involving major policy, the Federation will not submit its brief before first consulting with its National Council. As the Federation believes this is also a matter of far-reaching import and deep concern to all its members, it feels it is essential to obtain their views for its guidance before committing itself to a definite policy which may affect them all.

The Federation in making this request urges you to remember two things: (1) as a Canadian, your views on this important matter are as valuable as the next person's; (2) there is no better example of democracy in action than direct membership participation in the affairs of the organization representing you.

It should be noted that there is no place in the questionnaire for your name or your signature. Thus all replies are confidential. The questionnaire has been constructed so that it may be completed in a minimum of time. It is in 2 parts. Part 1 deals with general information which will be used as an aid to analyzing the views received on Part 2, which asks specific questions on the subject of bilingualism.

*Please remember this questionnaire is a serious attempt by your Federation to obtain information on a vital issue of serious concern to all Canadians. Do your part and complete the questionnaire today. Read the instructions carefully, give serious consideration to your answer, complete the questionnaire to the best of your ability and return it promptly to your Association representative.*

Yours sincerely,

Claude A. Edwards,  
President,  
Civil Service Federation.

## LA FÉDÉRATION DU SERVICE CIVIL DU CANADA

Avril 1964.

88, avenue Argyle,  
Ottawa 4, Ontario.

A TOUS LES MEMBRES DE LA FÉDÉRATION DU SERVICE CIVIL DU CANADA

## LA COMMISSION ROYALE D'ENQUÊTE SUR LE BILINGUISME ET LE BICULTURALISME

La Commission royale d'enquête sur le bilinguisme et le biculturalisme a tenu ses audiences initiales à Ottawa les 7 et 8 novembre. Le but de ces audiences était de fournir aux organismes et aux individus une occasion de faire connaître leur point de vue sur les attributions de la Commission. La Fédération a participé à ces audiences avec un certain nombre d'autres organisations, et elle a été invitée à soumettre plus tard un mémoire officiel par écrit sur ce qu'elle pense de cette affaire compliquée et importante.

Comme il s'agit d'une question de politique de premier plan, la Fédération ne soumettra pas ce mémoire avant d'avoir d'abord consulté son Conseil national. Et comme la Fédération croit qu'il s'agit également d'une affaire de grande portée et de vive inquiétude pour tous ses membres, elle estime qu'il est essentiel d'obtenir leur point de vue pour sa gouverne avant de s'engager dans une politique bien définie qui pourra les affecter tous.

La Fédération, en faisant cette demande, vous exhorte à retenir deux choses: (1) en tant que Canadien, votre point de vue sur cette importante affaire a autant de valeur que celui de votre voisin; (2) il n'y a pas de meilleur exemple de démocratie en marche qu'une participation directe des membres aux affaires de l'association qui vous représente.

Remarquez bien qu'il n'y a pas dans le questionnaire d'espace réservé pour votre nom ou votre signature. Ainsi, toutes les réponses sont confidentielles. Le questionnaire a été agencé de manière à ce qu'il puisse être complété en un espace de temps minimum. Il est en deux parties. La partie 1 porte sur les renseignements généraux qui pourront aider à l'analyse des réponses données dans la partie 2, qui pose des questions spécifiques sur le sujet du bilinguisme.

*Retenez bien que ce questionnaire est un effort sérieux tenté par votre Fédération pour obtenir des renseignements sur une question vitale qui préoccupe sérieusement tous les Canadiens. Faites votre part et complétez le questionnaire dès aujourd'hui. Lisez les instructions attentivement, songez sérieusement à vos réponses, complétez le questionnaire au meilleur de votre capacité, et retournez-le promptement au représentant de votre Association.*

Sincèrement,

Claude A. Edwards,  
Président de la  
Fédération du Service Civil.



# QUESTIONNAIRE ON BILINGUALISM QUESTIONNAIRE SUR LE BILINGUISME

## Part I: General Information

### Partie I: Renseignements généraux

(Please answer all questions by placing a check mark (✓) where applicable in the appropriate box)

(Veuillez répondre à toutes les questions en inscrivant un (✓) dans le carreau approprié)

#### Question 1.

- |                    |                  |                          |
|--------------------|------------------|--------------------------|
| Where do you live? | Nfld. — T.-N.    | <input type="checkbox"/> |
| Où demeurez-vous?  | P.F.I. — I.P.-E. | <input type="checkbox"/> |
|                    | N.S. — N.-E.     | <input type="checkbox"/> |
|                    | N.B. — N.-B.     | <input type="checkbox"/> |
|                    | Que. — Qué.      | <input type="checkbox"/> |
|                    | Ont. — Ont.      | <input type="checkbox"/> |
|                    | Man. — Man.      | <input type="checkbox"/> |
|                    | Sask. — Sask.    | <input type="checkbox"/> |
|                    | Alta. — Alta.    | <input type="checkbox"/> |
|                    | B.C. — C.B.      | <input type="checkbox"/> |
|                    | Yukon or N.W.T.  | <input type="checkbox"/> |
|                    | Yukon ou T.N.-O. |                          |

#### Question 2.

- |                             |                          |
|-----------------------------|--------------------------|
| Are you male?               | <input type="checkbox"/> |
| Êtes-vous du sexe masculin? |                          |
| Are you female?             | <input type="checkbox"/> |
| Êtes-vous du sexe féminin?  |                          |

#### Question 3.

- |                                      |  |
|--------------------------------------|--|
| In what age group are you?           |  |
| A quel groupe d'âge appartenez-vous? |  |
|                                      | Under — Moins de — 25 <input type="checkbox"/> |
|                                      | 25 - 34 <input type="checkbox"/>               |
|                                      | 35 - 44 <input type="checkbox"/>               |
|                                      | 45 - 54 <input type="checkbox"/>               |
|                                      | 55 and over — et plus <input type="checkbox"/> |

#### Question 4.

- |   |  |
|---|--|
| In what salary group are you now?                       |  |
| Dans quelle échelle de traitement êtes-vous maintenant? |  |
| Note -- Salaries are per annum                          | Under — moins de — \$3000 <input type="checkbox"/> |
| Note — Ces traitements sont annuels                     | \$3000 - 3999 <input type="checkbox"/>             |
|   | \$4000 - 4999 <input type="checkbox"/>             |
|   | \$5000 - 5999 <input type="checkbox"/>             |
|   | \$6000 - 6999 <input type="checkbox"/>             |
|   | \$7000 or over — ou plus <input type="checkbox"/>  |

#### Question 5.

- |  |                          |
|--|--------------------------|
| Do you speak English with reasonable fluency?                | <input type="checkbox"/> |
| Parlez-vous l'anglais avec une facilité raisonnable?         |                          |
| Do you read English with reasonable fluency?                 | <input type="checkbox"/> |
| Lisez-vous l'anglais avec une facilité raisonnable?          |                          |
| Do you write English with reasonable fluency?                | <input type="checkbox"/> |
| Écrivez-vous l'anglais avec une facilité raisonnable?        |                          |
| Do you speak French with reasonable fluency?                 | <input type="checkbox"/> |
| Parlez-vous le français avec une facilité raisonnable?       |                          |
| Do you read French with reasonable fluency?                  | <input type="checkbox"/> |
| Lisez-vous le français avec une facilité raisonnable?        |                          |
| Do you write French with reasonable fluency?                 | <input type="checkbox"/> |
| Écrivez-vous le français avec une facilité raisonnable?      |                          |
| Do you speak any other language with reasonable fluency?     | <input type="checkbox"/> |
| Parlez-vous une autre langue avec une facilité raisonnable?  |                          |
| Do you read any other language with reasonable fluency?      | <input type="checkbox"/> |
| Lisez-vous une autre langue avec une facilité raisonnable?   |                          |
| Do you write any other language with reasonable fluency?     | <input type="checkbox"/> |
| Écrivez-vous une autre langue avec une facilité raisonnable? |                          |

#### Question 6.

- |   |                                  |
|---|----------------------------------|
| What language or languages are spoken in your home?           |                                  |
| Quelle langue ou quelles langues parle-t-on dans votre foyer? |                                  |
|   | English <input type="checkbox"/> |
|   | Anglais                          |
|   | French <input type="checkbox"/>  |
|   | Français                         |
|   | Other <input type="checkbox"/>   |
|   | Autre                            |

#### Question 7.

- |  |  |
|--|--|
| What level of education have you reached?    |  |
| Quel niveau d'instruction avez-vous atteint? |  |
| (Check highest applicable level only)        | Attended elementary school <input type="checkbox"/>  |
|  | Cours élémentaire partiel                            |
| (N'indiquez que le niveau le plus élevé)     | Completed elementary school <input type="checkbox"/> |
|  | Cours élémentaire terminé                            |
|  | Attended secondary school <input type="checkbox"/>   |
|  | Cours secondaire partiel                             |
|  | Completed secondary school <input type="checkbox"/>  |
|  | Cours secondaire terminé                             |
|  | Obtained university credits <input type="checkbox"/> |
|  | Études universitaires                                |
|  | Have a university degree <input type="checkbox"/>    |
|  | Diplômé d'une université                             |



Part II: Information on Bilingualism

Partie II : Renseignements sur le bilinguisme

(Please answer questions by placing a check mark (✓) where applicable in the appropriate box or boxes)  
(Veuillez répondre aux questions en inscrivant un (✓) dans le carreau ou les carreaux appropriés)

Question 8.

In your opinion should both English and French be given equal status as official languages in :  
Selon vous, l'anglais et le français devraient-ils être sur le même pied comme langues officielles :

	OUI YES	NON NO
(If you check the first box "Yes" you do not need to check any of the other boxes. If you check the first box "No" you may wish to check under the "Yes" column those Provinces in which you feel both languages should be given equal status.) (Si vous marquez le premier carreau « Oui », inutile de marquer un autre carreau. Si vous marquez le premier carreau « Non », vous voudrez peut-être indiquer dans la colonne des « Oui » la ou les provinces où vous croyez que les deux langues devraient être sur le même pied.)		
All parts of Canada ? Partout au Canada ?	<input type="checkbox"/>	<input type="checkbox"/>
Nfld. ? — T.-N. ?	<input type="checkbox"/>	<input type="checkbox"/>
P.E.I. ? — I.P.-E. ?	<input type="checkbox"/>	<input type="checkbox"/>
N.S. ? — N.-E. ?	<input type="checkbox"/>	<input type="checkbox"/>
N.B. ? — N.-B. ?	<input type="checkbox"/>	<input type="checkbox"/>
Que. ? — Qué. ?	<input type="checkbox"/>	<input type="checkbox"/>
Ont. ? — Ont. ?	<input type="checkbox"/>	<input type="checkbox"/>
Man. ? — Man. ?	<input type="checkbox"/>	<input type="checkbox"/>
Sask. ? — Sask. ?	<input type="checkbox"/>	<input type="checkbox"/>
Alta. ? — Alta. ?	<input type="checkbox"/>	<input type="checkbox"/>
B.C. ? — C.B. ?	<input type="checkbox"/>	<input type="checkbox"/>
Yukon or N.W.T. ? Yukon ou T.N.-O. ?	<input type="checkbox"/>	<input type="checkbox"/>

Question 9.

Should the teaching of both English and French be compulsory in the elementary schools of :  
L'enseignement de l'anglais et du français devrait-il être obligatoire dans les écoles élémentaires :

	OUI YES	NON NO
(If you check the first box "Yes" you do not need to check any of the other boxes. If you check the first box "No" you may wish to check under the "Yes" column those Provinces in which you feel the teaching of both languages should be compulsory.) (Si vous marquez le premier carreau « Oui », inutile de marquer un autre carreau. Si vous marquez le premier carreau « Non », vous voudrez peut-être indiquer dans la colonne des « Oui » la ou les provinces où vous croyez que l'enseignement des deux langues devrait être obligatoire.)		
All parts of Canada ? Partout au Canada ?	<input type="checkbox"/>	<input type="checkbox"/>
Nfld. ? — T.-N. ?	<input type="checkbox"/>	<input type="checkbox"/>
P.E.I. ? — I.P.-E. ?	<input type="checkbox"/>	<input type="checkbox"/>
N.S. ? — N.-E. ?	<input type="checkbox"/>	<input type="checkbox"/>
N.B. ? — N.-B. ?	<input type="checkbox"/>	<input type="checkbox"/>
Que. ? — Qué. ?	<input type="checkbox"/>	<input type="checkbox"/>
Ont. ? — Ont. ?	<input type="checkbox"/>	<input type="checkbox"/>
Man. ? — Man. ?	<input type="checkbox"/>	<input type="checkbox"/>
Sask. ? — Sask. ?	<input type="checkbox"/>	<input type="checkbox"/>
Alta. ? — Alta. ?	<input type="checkbox"/>	<input type="checkbox"/>
B.C. ? — C.B. ?	<input type="checkbox"/>	<input type="checkbox"/>
Yukon or N.W.T. ? Yukon ou T.N.-O. ?	<input type="checkbox"/>	<input type="checkbox"/>

Question 10.

Should the teaching of both English and French be compulsory in the secondary schools of :  
L'enseignement de l'anglais et du français devrait-il être obligatoire dans les écoles secondaires :

	OUI YES	NON NO
(If you check the first box "Yes" you do not need to check any of the other boxes. If you check the first box "No" you may wish to check under the "Yes" column those Provinces in which you feel the teaching of both languages should be compulsory.) (Si vous marquez le premier carreau « Oui », inutile de marquer un autre carreau. Si vous marquez le premier carreau « Non », vous voudrez peut-être indiquer dans la colonne des « Oui » la ou les provinces où vous croyez que l'enseignement des deux langues devrait être obligatoire.)		
All parts of Canada ? Partout au Canada ?	<input type="checkbox"/>	<input type="checkbox"/>
Nfld. ? — T.-N. ?	<input type="checkbox"/>	<input type="checkbox"/>
P.E.I. ? — I.P.-E. ?	<input type="checkbox"/>	<input type="checkbox"/>
N.S. ? — N.-E. ?	<input type="checkbox"/>	<input type="checkbox"/>
N.B. ? — N.-B. ?	<input type="checkbox"/>	<input type="checkbox"/>
Que. ? — Qué. ?	<input type="checkbox"/>	<input type="checkbox"/>
Ont. ? — Ont. ?	<input type="checkbox"/>	<input type="checkbox"/>
Man. ? — Man. ?	<input type="checkbox"/>	<input type="checkbox"/>
Sask. ? — Sask. ?	<input type="checkbox"/>	<input type="checkbox"/>
Alta. ? — Alta. ?	<input type="checkbox"/>	<input type="checkbox"/>
B.C. ? — C.B. ?	<input type="checkbox"/>	<input type="checkbox"/>
Yukon or N.W.T. ? Yukon ou T.N.-O. ?	<input type="checkbox"/>	<input type="checkbox"/>

Question 11.

Should civil servants be required to speak both English and French in :  
Les fonctionnaires devraient-ils être obligés de parler l'anglais et le français :

	OUI YES	NON NO
(a) All parts of Canada ? Partout au Canada ?	<input type="checkbox"/>	<input type="checkbox"/>
(b) Ottawa ? A Ottawa ?	<input type="checkbox"/>	<input type="checkbox"/>
(c) Outside Ottawa in areas where the minority language is spoken by the following percentages of the public served by that office ? En dehors d'Ottawa dans les régions où la langue minoritaire est parlée par les pourcentages suivants du public desservi par ce bureau ?		
	English Anglais	
up to — jusqu'à — 20%	<input type="checkbox"/>	<input type="checkbox"/>
up to — jusqu'à — 30%	<input type="checkbox"/>	<input type="checkbox"/>
up to — jusqu'à — 40%	<input type="checkbox"/>	<input type="checkbox"/>
up to — jusqu'à — 50%	<input type="checkbox"/>	<input type="checkbox"/>
	French Français	
up to — jusqu'à — 20%	<input type="checkbox"/>	<input type="checkbox"/>
up to — jusqu'à — 30%	<input type="checkbox"/>	<input type="checkbox"/>
up to — jusqu'à — 40%	<input type="checkbox"/>	<input type="checkbox"/>
up to — jusqu'à — 50%	<input type="checkbox"/>	<input type="checkbox"/>

Question 12.

Should employees in those private industries with offices across Canada be required to speak both English and French in :  
Les employés dans les industries privées qui ont des bureaux à travers le Canada devraient-ils être obligés de parler l'anglais et le français :

	OUI YES	NON NO
(a) All parts of Canada ? Partout au Canada ?	<input type="checkbox"/>	<input type="checkbox"/>
(b) The industries' Head Offices ? Aux bureaux-chefs des industries ?	<input type="checkbox"/>	<input type="checkbox"/>
(c) Areas where the minority language is spoken by the following percentages of the public served ? Dans les régions où la langue minoritaire est parlée par les pourcentages suivants du public desservi ?		
	English Anglais	
up to — jusqu'à — 20%	<input type="checkbox"/>	<input type="checkbox"/>
up to — jusqu'à — 30%	<input type="checkbox"/>	<input type="checkbox"/>
up to — jusqu'à — 40%	<input type="checkbox"/>	<input type="checkbox"/>
up to — jusqu'à — 50%	<input type="checkbox"/>	<input type="checkbox"/>
	French Français	
up to — jusqu'à — 20%	<input type="checkbox"/>	<input type="checkbox"/>
up to — jusqu'à — 30%	<input type="checkbox"/>	<input type="checkbox"/>
up to — jusqu'à — 40%	<input type="checkbox"/>	<input type="checkbox"/>
up to — jusqu'à — 50%	<input type="checkbox"/>	<input type="checkbox"/>

Question 13.

Should the Federal Government provide an incentive to its employees to become fluent in both English and French in their work by providing :  
Le gouvernement fédéral devrait-il encourager ses employés à maîtriser l'anglais et le français dans leur travail en mettant à leur disposition :

	OUI YES	NON NO
(a) Training classes in working hours ? Des cours durant les heures de travail ?	<input type="checkbox"/>	<input type="checkbox"/>
(b) Training classes outside working hours ? Des cours en dehors des heures de travail ?	<input type="checkbox"/>	<input type="checkbox"/>
(c) An allowance to employees who reach a proficient level in the use of both English and French ? Une allocation aux employés qui atteignent une certaine compétence dans l'usage de l'anglais et du français ?	<input type="checkbox"/>	<input type="checkbox"/>

Question 14.

Should private industries provide an incentive to their employees to become fluent in both English and French in their work by providing :  
Les industries privées devraient-elles encourager leurs employés à maîtriser l'anglais et le français dans leur travail en mettant à leur disposition :

	OUI YES	NON NO
(a) Training classes in working hours ? Des cours durant les heures de travail ?	<input type="checkbox"/>	<input type="checkbox"/>
(b) Training classes outside working hours ? Des cours en dehors des heures de travail ?	<input type="checkbox"/>	<input type="checkbox"/>

OUI  
YES

NON  
NO

(c) An allowance to employees who reach a proficient level in the use of both English and French ?  
Une allocation aux employés qui atteignent une certaine compétence dans l'usage de l'anglais et du français ?

☐☐

Question 15.

Should civil servants be required to speak the language of ethnic groups other than English or French (e.g. German, Ukranian, Italian, etc.) if the language is spoken by the following percentages  
Les fonctionnaires devraient-ils être obligés de parler la langue des groupes ethniques autres que celle des Anglais ou des Français (i.e. Allemands, Ukrainiens, Italiens, etc.) si la langue est parlée par les pourcentages suivants du public desservi ?

	OUI YES	NON NO
up to — jusqu'à — 20%	<input type="checkbox"/>	<input type="checkbox"/>
up to — jusqu'à — 30%	<input type="checkbox"/>	<input type="checkbox"/>
up to — jusqu'à — 40%	<input type="checkbox"/>	<input type="checkbox"/>
up to — jusqu'à — 50%	<input type="checkbox"/>	<input type="checkbox"/>

Question 16.

Should employees in industry be required to speak the language of ethnic groups other than English or French (e.g. German, Ukranian, Italian, etc.) if the language is spoken by the following percentages of the public served ?  
Les employés de l'industrie devraient-ils être obligés de parler la langue des groupes ethniques autres que celle des Anglais ou des Français (i.e. Allemands, Ukrainiens, Italiens, etc.) si la lanque est parlée par les pourcentages suivants du public desservi ?

	OUI YES	NON NO
up to — jusqu'à — 20%	<input type="checkbox"/>	<input type="checkbox"/>
up to — jusqu'à — 30%	<input type="checkbox"/>	<input type="checkbox"/>
up to — jusqu'à — 40%	<input type="checkbox"/>	<input type="checkbox"/>
up to — jusqu'à — 50%	<input type="checkbox"/>	<input type="checkbox"/>

Question 17.

(a) Should the Federal Government promote bilingualism and biculturalism in Canada ?  
Le gouvernement fédéral devrait-il encourager le bilinguisme et le biculturalisme au Canada ?  
(b) Should industrial enterprises promote bilingualism and biculturalism in Canada ?  
Les entreprises industrielles devraient-elles encourager le bilinguisme et le biculturalisme au Canada ?  
(c) Should private or community organizations (such as service clubs, etc.) promote bilingualism and biculturalism in Canada ?  
Les organismes privés ou communautaires (comme les clubs sociaux, etc.) devraient-ils encourager le bilinguisme et le biculturalisme au Canada ?

☐☐☐☐☐☐☐☐

Question 18.

Should the Royal Commission on Bilingualism and Biculturalism concern itself with the safeguarding of the language and culture of minority groups other than English and French ?  
La Commission royale d'enquête sur le bilinguisme et le biculturalisme devrait-elle se préoccuper de la conservation de la langue et de la culture des groupes minoritaires autres que ceux des Anglais et des Français ?

☐☐

APPENDIX "C"

TABLES





TABLE 1: EXTENT TO WHICH BOTH ENGLISH AND FRENCH SHOULD BE GIVEN EQUAL STATUS AS OFFICIAL LANGUAGES IN

(a) All Parts of Canada

Responses by Province of Residence

Province of Residence of Respondents	Total Response to Survey		Total Response to Question		Not Stated		Analysis of Total Response to Question			
	No.	%	No.	%	No.	%	YES		NO	
							No.	% (1)	No.	% (1)
Newfoundland	402	1.8	401	1.8	1	0.3	94	23.4	307	76.6
P. E. I.	216	1.0	211	1.0	5	1.5	49	23.2	162	76.8
N. S.	944	4.3	931	4.3	13	3.9	205	22.0	726	78.0
New Brunswick	1203	5.4	1184	5.4	19	5.7	315	26.6	869	73.4
Quebec	5299	23.9	5220	23.9	79	24.0	3826	73.3	1394	26.7
Ontario	8696	39.2	8554	39.2	142	43.0	1807	21.1	6747	78.9
Manitoba	1051	4.7	1039	4.8	12	3.6	166	16.0	873	84.0
Saskatchewan	838	3.8	832	3.8	6	1.8	108	13.0	724	87.0
Alberta	1674	7.6	1651	7.6	23	6.9	173	10.5	1478	89.5
B. C.	1722	7.8	1701	7.8	21	6.3	262	15.4	1439	84.6
Yukon or N.W.T.	74	0.3	72	0.3	2	0.6	15	20.8	57	79.2
Res. not stated	49	0.2	41	0.2	8	2.4	20	48.8	21	51.2
Total	22168	100.0	21837	100.0	331	100.0	7040	32.2	14797	67.8

(1) Percentages stated are those of Total Response to Question.





TABLE 1: EXTENT TO WHICH BOTH ENGLISH AND FRENCH SHOULD BE GIVEN EQUAL STATUS AS OFFICIAL LANGUAGES IN

(b) The Respective Provinces

Responses by Province of Residence

Province of Residence of Respondents	Total "Yes" to the Respective Provinces													
	Total "No" to All Parts of Canada		Nfld.	P.E.I.	N.S.	N.B.	QUE.	ONT.	MAN.	SASK.	ALTA.	B.C.	YUKON or NWT.	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Nfld.	307	2.1	2 0.7	-	7 2.3	49 16.0	172 56.0	17 5.5	3 1.0	1 0.3	-	3 1.0	1 0.3	
P.E.I.	162	1.1	2 1.2	6 3.7	3 1.9	33 20.4	110 67.9	9 5.6	5 3.1	-	1 0.6	-	1 0.6	
N.S.	726	4.9	4 0.6	9 1.2	29 4.0	120 16.5	419 57.7	27 3.7	8 1.1	1 0.1	1 0.1	1 1.0	4 0.6	
N.B.	869	5.9	9 1.0	38 4.4	46 5.3	128 14.7	461 53.0	41 4.7	14 1.6	2 0.2	2 0.2	1 0.1	5 0.6	
Quebec	1394	9.4	46 3.3	73 5.2	117 8.4	386 27.7	1077 77.3	328 23.5	182 13.1	70 5.0	71 5.1	44 3.2	32 2.3	
Ontario	6747	45.6	109 1.6	131 1.9	212 3.1	781 11.6	4076 60.4	548 8.1	172 2.5	13 0.2	13 0.2	8 0.1	34 0.5	
Manitoba	873	5.9	4 0.5	7 0.8	11 1.3	46 5.3	506 58.0	31 3.6	23 2.6	1 0.1	-	-	1 0.1	
Sask.	724	4.9	5 0.7	6 0.8	12 1.7	42 5.8	389 53.7	35 4.8	8 1.1	9 1.2	1 0.1	1 0.1	1 0.1	
Alberta	1478	10.0	6 0.4	9 0.6	20 1.4	68 4.6	781 52.8	74 5.0	8 0.5	-	8 0.5	-	3 0.2	
B.C.	1439	9.7	17 1.2	22 1.5	31 2.2	102 7.1	754 52.4	102 7.1	25 1.7	3 0.2	-	14 1.0	3 0.2	
Yukon or NWT.	57	0.4	-	1 1.8	2 3.5	4 7.0	34 59.6	5 8.8	-	-	-	-	-	
Res. not stated	21	0.1	-	-	-	3 14.3	8 38.1	2 9.5	-	-	-	-	1 4.8	
Total	14797	100.0	204 1.4	302 2.0	490 3.3	1762 11.9	8787 59.4	1219 8.2	448 3.0	100 0.7	97 0.7	72 0.5	86 0.6	

Note: The figures for the Provinces will not add up to those in the "Total 'No' for All Parts of Canada" column, nor will the percentages add to 100, since some respondents did not answer this part of the question while others indicated "yes" for more than one Province.



TABLE 2: EXTENT TO WHICH BOTH ENGLISH AND FRENCH SHOULD BE GIVEN EQUAL STATUS AS OFFICIAL LANGUAGES IN

(a) All Parts of Canada

Responses by Sex

Sex of Respondents	Total Response to Survey		Total Response to Question		Not Stated		Analysis of Total Response to Question			
	No.	%	No.	%	No.	%	YES (1)		NO (1)	
							No.	%	No.	%
Male	15562	70.2	15378	70.4	184	55.6	4785	31.1	10593	68.9
Female	6389	28.8	6258	28.7	131	39.6	2201	35.2	4057	64.8
Sex not stated	217	1.0	201	0.9	16	4.8	54	26.9	147	73.1
Total	22168	100.0	21837	100.0	331	100.0	7040	32.2	14797	67.8

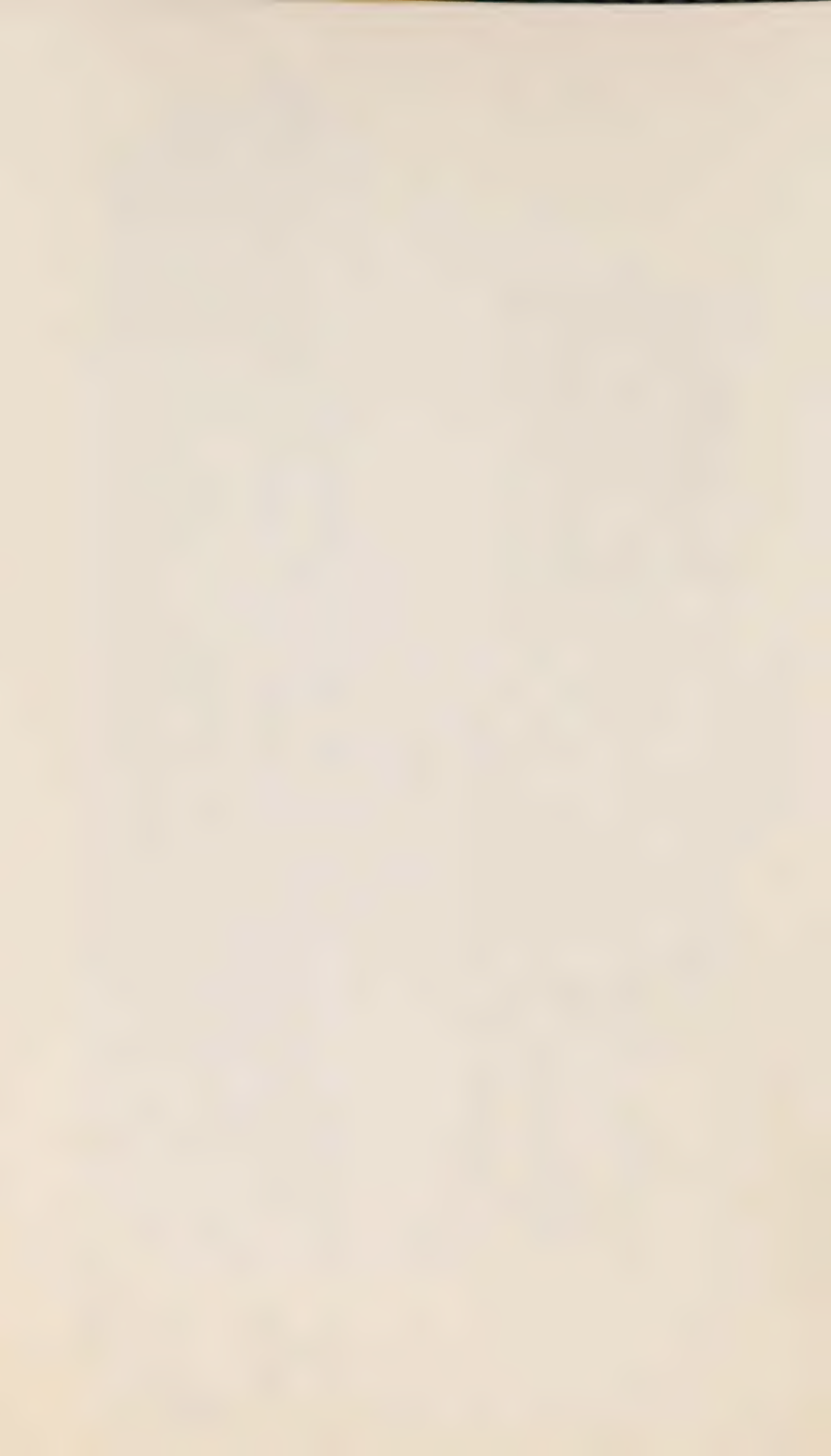
(1) Percentages stated are those of Total Response to Question

(b) The Respective Provinces

Responses by Sex

Sex of Respondents	Total "No" to All Parts of Canada		Total "Yes" to the Respective Provinces												YUKON or NWT.							
	No.	%	NFLD.	P.E.I.	N.S.	N.B.	QUE.	ONT.		MAN.	SASK.	ALTA.		B.C.								
								No.	%			No.	%			No.	%					
Male	10593	71.6	141	1.3	217	2.0	361	3.4	1422	13.4	6439	60.8	812	7.7	331	3.1	66	0.6	42	0.4	59	0.6
Female	4057	27.4	62	1.5	84	2.1	127	3.1	328	8.1	2269	55.9	400	9.9	115	2.8	33	0.8	29	0.7	25	0.6
Sex not stated	147	1.0	1	0.7	1	0.7	2	1.4	12	8.2	79	53.7	7	4.8	2	1.4	1	0.7	1	0.7	2	1.4
Total	14797	100.0	204	1.4	302	2.0	490	3.3	1762	11.9	8787	59.4	1219	8.2	448	3.0	100	0.7	72	0.5	86	0.6

Note: The figures for the Provinces will not add up to those in the "Total 'No' for All Parts of Canada" column, nor will the percentages add to 100, since some respondents did not answer this part of the question while others indicated "yes" for more than one Province.





(a) All Parts of Canada  
Responses by Age

Age of Respondents	Total Response to Survey		Total Response to Question		Not Stated		Analysis of Total Response to Question			
	No.		No.		No.		YES (1)		NO (1)	
	No.	%	No.	%	No.	%	No.	%	No.	%
Under 25	1725	7.8	1703	7.8	22	6.6	837	49.1	866	50.9
25 - 34	3900	17.6	3867	17.7	33	10.0	1505	38.9	2362	61.1
35 - 44	6945	31.3	6840	31.3	105	31.7	2129	31.1	4711	68.9
45 - 54	6514	29.4	6405	29.3	109	32.9	1749	27.3	4656	72.7
55 and over	2938	13.3	2888	13.3	50	15.2	789	27.3	2099	72.7
Age not stated	146	0.6	134	0.6	12	3.6	31	23.1	103	76.9
Total	22168	100.0	21837	100.0	331	100.0	7040	32.2	14797	67.8

Percentages stated are those of Total Response to Question.

(b) The Respective Provinces  
Responses by Age

Age of Respondents	Total "No" to All Parts of Canada		Total "Yes" to the Respective Provinces												YUKON or NWT.							
			NFLD.	P.E.I.		N.S.		N.B.		QUE.		ONT.		MAN.		SASK.	ALTA.		B.C.			
	No.	%		No.	%	No.	%	No.	%	No.	%	No.	%	No.			%	No.		%		
Under 25	866	5.9	38	4.4	44	5.1	59	6.8	114	13.2	548	63.3	136	15.7	44	5.1	21	2.4	17	2.0	19	2.2
25 - 34	2362	16.0	56	2.4	78	3.3	107	4.5	316	13.4	1394	59.0	222	9.4	86	3.6	15	0.6	16	0.7	16	0.7
35 - 44	4711	31.8	44	0.9	62	1.3	129	2.7	564	12.0	2732	58.0	344	7.3	122	2.6	21	0.4	15	0.3	20	0.4
45 - 54	4656	31.5	48	1.0	81	1.7	133	2.9	556	11.9	2814	60.4	351	7.5	128	2.7	34	0.7	23	0.5	21	0.5
55 and over	2099	14.2	18	0.9	37	1.8	61	2.9	209	10.0	1254	59.7	159	7.6	68	3.2	9	0.4	12	0.6	8	0.4
Age not stated	103	0.6	-	-	-	-	1	1.0	3	2.9	45	43.7	7	6.8	-	-	-	-	-	-	1	1.0
Total	14797	100.0	204	1.4	302	2.0	490	3.3	1762	11.9	8787	59.4	1219	8.2	448	3.0	100	0.7	97	0.7	72	0.5
																					86	0.6

Note: The figures for the Provinces will not add up to those in the "Total 'No' for All Parts of Canada" column, nor will the percentages add to 100, since some respondents did not answer this part of the question while others indicated "yes" for more than one Province.





TABLE 4: EXTENT TO WHICH BOTH ENGLISH AND FRENCH SHOULD BE GIVEN EQUAL STATUS AS OFFICIAL LANGUAGES IN

(a) All Parts of Canada  
Responses by Salary

Salary of Respondents	Total Response to Survey		Total Response to Question		Not Stated		Analysis of Total Response to Question			
	No.	%	No.	%	No.	%	YES (1)		NO (1)	
							No.	%	No.	%
Under \$3000	2173	9.8	2121	9.7	52	15.7	856	40.4	1265	59.6
\$3000 - 3999	3530	15.9	3462	15.9	68	20.5	1268	36.6	2194	63.4
\$4000 - 4999	6555	29.6	6470	29.6	85	25.7	2142	33.1	4328	66.9
\$5000 - 5999	4909	22.1	4850	22.2	59	17.8	1447	29.8	3403	70.2
\$6000 - 6999	2332	10.6	2303	10.5	29	8.8	641	27.8	1662	72.2
\$7000 and over	2486	11.2	2461	11.3	25	7.6	634	25.8	1827	74.2
Salary not stated	183	0.8	170	0.8	13	3.9	52	30.6	118	69.4
Total	22168	100.0	21837	100.0	331	100.0	7040	32.2	14797	67.8

(1) Percentages stated are those of Total Response to Question.

(b) The Respective Provinces  
Responses by Salary

Salary of Respondents	Total "No" to All Parts of Canada		Total "Yes" to the Respective Provinces												YUKON or NWT.							
	No.	%	NFLD.	P.E.I.	N.S.	N.B.	QUE.	ONT.	MAN.	SASK.	ALTA.	B.C.	No.	%		No.	%					
Under \$3000	1265	8.6	31	2.5	38	3.0	122	9.6	691	54.6	143	11.3	31	2.5	14	1.1	14	1.1	17	1.3	18	1.4
\$3000 - 3999	2194	14.8	35	1.6	49	2.2	183	8.3	1205	54.9	190	8.7	52	2.4	22	1.0	22	1.0	19	0.9	18	0.8
\$4000 - 4999	4328	29.3	65	1.5	105	2.4	505	11.7	2487	57.5	353	8.2	154	3.6	32	0.7	28	0.6	20	0.5	27	0.6
\$5000 - 5999	3403	23.0	39	1.1	56	1.6	435	12.8	2054	60.4	258	7.6	91	2.7	21	0.6	19	0.6	11	0.3	7	0.2
\$6000 - 6999	1662	11.2	14	0.8	29	1.7	223	13.4	1060	63.8	130	7.8	64	3.9	5	0.3	10	0.6	3	0.2	7	0.4
\$7000 and over	1827	12.3	19	1.0	24	1.3	285	15.6	1232	67.4	137	7.5	53	2.9	5	0.3	3	0.2	2	0.1	8	0.4
Salary not stated	118	0.8	1	0.8	1	0.8	9	7.6	58	49.2	8	6.8	3	2.5	1	0.8	1	0.8	-	-	1	0.8
Total	14797	100.0	204	1.4	302	2.0	1762	11.9	8787	59.4	1219	8.2	448	3.0	100	0.7	97	0.7	72	0.5	86	0.6

Note: The figures for the Provinces will not add up to those in the "Total 'No' for All Parts of Canada" column, nor will the percentages add to 100, since some respondents did not answer this part of the question while others indicated "yes" for more than one Province.



TABLE 5: EXTENT TO WHICH BOTH ENGLISH AND FRENCH SHOULD BE GIVEN EQUAL STATUS AS OFFICIAL LANGUAGES IN

(a) All Parts of Canada

Responses by Fluency of Language

Fluency of Language of Respondents	Total Response to Survey		Total Response to Question		Not Stated		Analysis of Total Response to Question			
	No.      %		No.      %		No.      %		YES (1)		NO (1)	
	No.	%	No.	%	No.	%	No.	%	No.	%
English	14870	67.1	14660	67.1	210	63.4	2232	15.2	12428	84.8
French	512	2.3	499	2.3	13	3.9	393	78.8	106	21.2
Other	15	0.1	15	0.1	-	-	4	26.7	11	73.3
English & French	5233	23.6	5167	23.7	66	20.0	3995	77.3	1172	22.7
English & Other	844	3.8	830	3.8	14	4.2	134	16.1	696	83.9
French & Other	9	-	9	-	-	-	5	55.6	4	44.4
Engl., French & Oth.	279	1.3	277	1.3	2	0.6	173	62.5	104	37.5
Lang. not stated	406	1.8	380	1.7	26	7.9	104	27.4	276	72.6
Total	22168	100.0	21837	100.0	331	100.0	7040	32.2	14797	67.8

(1) Percentages stated are those of Total Response to Question.

(b) The Respective Provinces

Responses by Fluency of Language

Fluency of Language of Respondents	Total "No" to All Parts of Canada		Total "Yes" to the Respective Provinces																					
	No.	%	NFLD.	P.E.I.	N.S.	N.B.	QUE.		ONT.		MAN.		SASK.	ALTA.	B.C.	YUKON or N.W.T.								
							No.	%	No.	%	No.	%					No.	%	No.	%				
English	12428	84.0	135	1.1	174	1.4	304	2.4	1206	9.7	7160	57.6	701	5.6	219	1.8	22	0.2	19	0.2	23	0.2	45	0.4
French	106	0.7	8	7.5	9	8.5	12	11.3	26	24.5	54	50.9	27	25.5	15	14.2	13	12.3	15	14.2	12	11.3	7	6.6
Other	11	0.1	-	-	-	-	-	1	9.1	8	72.7	8	72.7	1	9.1	-	-	-	-	-	-	-	-	-
Engl. & French	1172	7.9	47	4.0	97	8.3	147	12.5	412	35.2	884	75.4	408	34.8	188	16.0	59	5.0	58	4.9	31	2.6	29	2.5
Engl. & Other	696	4.7	11	1.6	11	1.6	15	2.2	64	9.2	463	66.5	42	6.0	8	1.1	2	0.3	1	0.1	2	0.3	4	0.6
French & Oth.	4	-	-	-	1	25.	1	25.	2	50.0	3	75.0	3	75.0	2	50.0	1	25.	-	-	-	-	-	-
Engl., French & Oth.	104	0.7	3	2.9	6	5.8	8	7.7	28	26.9	75	72.1	22	21.2	9	8.7	3	2.9	4	3.8	2	1.9	1	1.0
Lang. not stated	276	1.9	-	-	4	1.4	3	1.1	23	8.3	140	50.7	15	5.4	7	2.5	-	-	-	-	2	0.7	-	-
Total	14797	100.0	204	1.4	302	2.0	490	3.3	1762	11.9	8787	59.4	1219	8.2	448	3.0	100	0.7	97	0.7	72	0.5	86	0.6

Note: The figures for the Provinces will not add up to those in the "Total 'No' for All Parts of Canada" column, nor will the percentages add to 100, since some respondents did not answer this part of the question while others indicated "yes" for more than one Province.





TABLE 6: EXTENT TO WHICH BOTH ENGLISH AND FRENCH SHOULD BE GIVEN EQUAL STATUS AS OFFICIAL LANGUAGES IN

(a) All Parts of Canada

Responses by Language Spoken in the Home

Language Spoken in Home of Respondents	Total Response to Survey		Total Response to Question		Not Stated		Analysis of Total Response to Question			
	No. %		No. %		No. %		YES (1)		NO (1)	
	No.	%	No.	%	No.	%	No.	%	No.	%
English	15078	68.0	14867	68.1	211	63.7	2317	15.6	12550	84.4
French	4102	18.5	4045	18.5	57	17.2	3326	82.2	719	17.8
Other	163	0.7	161	0.7	2	0.6	31	19.3	130	80.7
English & French	1698	7.7	1672	7.7	26	7.9	1148	68.7	524	31.3
English & Other	902	4.1	885	4.1	17	5.2	149	16.8	736	83.2
French & Other	6	-	6	-	-	-	2	33.3	4	66.7
Engl., French & Oth.	83	0.4	83	0.4	-	-	38	45.8	45	54.2
Lang. not stated	136	0.6	118	0.5	18	5.4	29	24.6	89	75.4
Total	22168	100.0	21837	100.0	331	100.0	7040	32.2	14797	67.8

(1) Percentages stated are those of Total Response to Question.

(b) The Respective Provinces

Responses by Language Spoken in the Home

Language Spoken in Home of Respondents	Total "No" to All Parts of Canada		Total "Yes" to the Respective Provinces														YUKON or NWT.							
	No.	%	NFLD.	P.E.I.		N.S.		N.B.		QUE.		ONT.		MAN.		SASK.		ALTA.	B.C.					
				No.	%	No.	%	No.	%	No.	%	No.	%	No.	%					No.	%	No.	%	
English	12550	84.8	134	1.1	173	1.4	307	2.4	1234	9.8	7254	57.8	712	5.7	226	1.8	18	0.1	19	0.2	24	0.2	46	0.4
French	719	4.9	38	5.3	67	9.3	94	13.1	258	35.9	522	72.6	259	36.0	132	18.4	64	8.9	61	8.5	38	5.3	25	3.5
Other	130	0.9	2	1.5	3	2.3	3	2.3	10	7.7	74	56.9	9	6.9	-	-	-	-	-	-	-	-	-	-
English & French	524	3.5	14	2.7	38	7.3	59	11.3	179	34.2	399	76.1	174	33.2	73	13.9	15	2.9	17	3.2	7	1.3	9	1.7
Engl. & Other	736	5.0	14	1.9	15	2.0	21	2.9	66	9.0	471	64.0	52	7.1	14	1.9	2	0.3	-	-	3	0.4	3	0.4
French & Other	4	-	-	-	-	-	-	-	1	25.0	4	100.	2	50.0	-	-	-	-	-	-	-	-	-	-
Engl., Fr. & Oth.	45	0.3	2	4.4	4	8.9	5	11.1	8	17.8	25	55.6	8	17.8	1	2.2	1	2.2	-	-	-	-	3	6.7
Lang. not stated	89	0.6	-	-	2	2.2	1	1.1	6	6.7	38	42.7	3	3.4	2	2.2	-	-	-	-	-	-	-	-
Total	14797	100.0	204	1.4	302	2.0	490	3.3	1762	11.9	8787	59.4	1219	8.2	448	3.0	100	0.7	97	0.7	72	0.5	86	0.6

Note: The figures for the Provinces will not add up to those in the "Total 'No' for All Parts of Canada" column, nor will the percentages add to 100, since some respondents did not answer this part of the question while others indicated "yes" for more than one Province.





TABLE 7: EXTENT TO WHICH BOTH ENGLISH AND FRENCH SHOULD BE GIVEN EQUAL STATUS AS OFFICIAL LANGUAGES IN

(a) All Parts of Canada  
Responses by Level of Education

Level of Education of Respondents	Total Response to Survey		Total Response to Question		Not Stated		Analysis of Total Response to Question			
	No. %		No. %		No. %		YES (1)		NO (1)	
	No.	%	No.	%	No.	%	No.	%	No.	%
Respondents	508	2.3	486	2.2	22	6.6	203	41.8	283	58.2
Att. Elem. School	1183	5.3	1159	5.3	24	7.3	414	35.7	745	64.3
Compl. Elem. School	5937	26.8	5854	26.8	83	25.1	1755	30.0	4099	70.0
Att. Sec. School	9906	44.7	9783	44.8	123	37.2	3133	32.0	6650	68.0
Compl. Sec. School	2691	12.1	2655	12.2	36	10.9	842	31.7	1813	68.3
Obt. Univ. Credits	1688	7.6	1669	7.6	19	5.7	617	37.0	1052	63.0
Univ. Degree	255	1.2	231	1.1	24	7.2	76	32.9	155	67.1
Education not stated										
Total	22168	100.0	21837	100.0	331	100.0	7040	32.2	14797	67.8

(1) Percentages are those of Total Response to Question

(b) The Respective Provinces  
Responses by Level of Education

Level of Education of Respondents	Total "No" to All Parts of Canada		Total "Yes" for the Respective Provinces												YUKON or NWT.
	No. %		Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.			
	No.	%	No. %	No. %	No. %	No. %	No. %	No. %	No. %	No. %	No. %	No. %			
Att. El. School	283	1.9	3 1.1	7 2.5	10 3.5	30 10.6	125 44.2	25 8.8	7 2.5	1 0.4	2 0.7	4 1.4	2 0.7		
Compl.El.School	745	5.0	11 1.5	15 2.0	24 3.2	69 9.3	404 54.2	54 7.2	18 2.4	10 1.3	7 0.9	7 0.9	6 0.8		
Att. Sec. School	4099	27.7	54 1.3	79 1.9	135 3.3	449 11.0	2313 56.4	328 8.0	109 2.7	20 0.5	22 0.5	14 0.3	22 0.5		
Compl.Sec.School	6650	44.9	100 1.5	145 2.2	223 3.4	757 11.4	3951 59.4	552 8.3	187 2.8	46 0.7	51 0.8	36 0.5	43 0.6		
Univ. Credits	1813	12.3	20 1.1	34 1.9	54 3.0	269 14.8	1199 66.1	164 9.0	84 4.6	15 0.8	9 0.5	7 0.4	8 0.4		
Univ. Degree	1052	7.1	14 1.3	19 1.8	38 3.6	179 17.0	729 69.3	89 8.5	40 3.8	6 0.6	4 0.4	3 0.3	4 0.4		
Educ.not stated	155	1.1	2 1.3	3 1.9	6 3.9	9 5.8	66 42.6	7 4.5	3 1.9	2 1.3	2 1.3	1 0.6	1 0.6		
Total	14797	100.0	204 1.4	302 2.0	490 3.3	1762 11.9	8787 59.4	1219 8.2	448 3.0	100 0.7	97 0.7	72 0.5	86 0.6		

Note: The figures for the Provinces will not add up to those in the "Total 'No' for All Parts of Canada" column, nor will the percentages add to 100, since some respondents did not answer this part of the question while others indicated "yes" for more than one Province.



TABLE 8: EXTENT TO WHICH THE TEACHING OF BOTH ENGLISH AND FRENCH SHOULD BE COMPULSORY IN ELEMENTARY SCHOOLS IN

(a) All Parts of Canada

Responses by Province of Residence

Province of Residence of Respondents	Total Response to Survey		Total Response to Question		Not Stated		Analysis of Total Response to Question			
	No.	%	No.	%	No.	%	YES (1)	NO (1)	No.	%
Newfoundland	402	1.8	402	1.8	-	-	207	51.5	195	48.5
P. E. I.	216	1.0	214	1.0	2	0.7	121	56.5	93	43.5
Nova Scotia	944	4.3	929	4.2	15	5.4	451	48.5	478	51.5
New Brunswick	1203	5.4	1186	5.4	17	6.1	566	47.7	620	52.3
Quebec	5299	23.9	5225	23.9	74	26.4	4133	79.1	1092	20.9
Ontario	8696	39.2	8586	39.2	110	39.3	3682	42.9	4904	57.1
Manitoba	1051	4.7	1045	4.8	6	2.1	358	34.3	687	65.7
Saskatchewan	838	3.8	834	3.8	4	1.4	232	27.8	602	72.2
Alberta	1674	7.6	1645	7.6	29	10.4	482	29.3	1163	70.7
B. C.	1722	7.8	1708	7.8	14	5.0	685	40.1	1023	59.9
Yukon or N.W.T.	74	0.3	72	0.3	2	0.7	25	34.7	47	65.3
Res. not stated	49	0.2	42	0.2	7	2.5	18	42.9	24	57.1
Total	22168	100.0	21888	100.0	280	100.0	10960	50.1	10928	49.9

(1) Percentages are those of Total Response to Question





TABLE 8: EXTENT TO WHICH THE TEACHING OF BOTH ENGLISH AND FRENCH SHOULD BE COMPULSORY IN ELEMENTARY SCHOOLS IN

(b) The Respective Provinces

Responses by Province of Residence

Province of Residence of Respondents	Total "No"		Total "Yes" to the Respective Provinces												YUKON or NWT. No. %							
	to All Parts of Canada		Nfld. No. %	P.E.I. No. %	N.S. No. %	N.B. No. %	QUE. No. %		ONT. No. %		MAN. No. %		SASK. No. %	ALTA. No. %		B.C. No. %						
	No.	%					No.	%	No.	%	No.	%					No.	%	No.	%		
Nfld.	195	1.8	5	2.6	-	-	12	6.2	78	40.0	7	3.6	1	0.5	-	-	1	0.5	-	-	-	-
P. E. I.	93	0.8	-	-	1	1.1	7	7.5	36	38.7	4	4.3	1	1.1	-	-	1	1.1	1	1.1	-	-
N. S.	478	4.4	3	0.6	40	8.4	66	13.8	222	46.4	19	4.0	3	0.6	-	-	-	-	1	0.6	-	-
N. B.	620	5.7	9	1.5	33	5.3	108	17.4	254	41.0	33	5.3	11	1.8	1	0.2	11	1.8	1	0.2	-	-
Quebec	1092	10.0	26	2.4	90	8.2	246	22.5	770	70.5	236	21.6	110	10.1	46	4.2	110	10.1	46	4.2	30	2.7
Ontario	4904	44.9	65	1.3	129	2.6	445	9.1	2318	47.3	563	11.5	106	2.2	10	0.2	106	2.2	10	0.2	8	0.2
Manitoba	687	6.3	2	0.3	5	0.7	17	2.5	308	44.8	13	1.9	18	2.6	1	0.1	18	2.6	1	0.1	-	-
Sask.	602	5.5	5	0.8	6	1.0	18	3.0	227	37.7	18	3.0	2	0.3	9	1.5	2	0.3	9	1.5	1	0.2
Alta.	1163	10.6	3	0.3	7	0.6	23	2.0	436	37.5	34	2.9	5	0.4	-	-	5	0.4	-	-	1	0.2
B. C.	1023	9.4	8	0.8	11	1.1	33	3.2	388	37.9	35	3.4	6	0.6	1	0.1	6	0.6	1	0.1	22	2.2
Yukon or NWT.	47	0.4	-	-	-	-	1	2.1	22	46.8	1	2.1	-	-	-	-	-	-	-	-	-	-
Resid. not stated	24	0.2	1	4.2	1	4.2	2	8.3	7	29.2	3	12.5	-	-	-	-	-	-	-	-	-	-
Total	10928	100.0	127	1.2	178	1.6	978	8.9	5066	46.4	966	8.8	263	2.4	68	0.6	87	0.8	62	0.6	39	0.4

Note: The figures for the Provinces will not add up to those in the "Total 'No' for All Parts of Canada" column, nor will the percentages add to 100, since some respondents did not answer this part of the question while others indicated "yes" for more than one Province.





TABLE 9: EXTENT TO WHICH THE TEACHING OF BOTH ENGLISH AND FRENCH SHOULD BE COMPULSORY IN ELEMENTARY SCHOOLS IN

(a) All Parts of Canada

Responses by Sex

Sex of Respondents	Total Response to Survey		Total Response to Question		Not Stated		Analysis of Total Response to Question			
	No. %		No. %		No. %		YES (1)		NO (1)	
	No.	%	No.	%	No.	%	No.	%	No.	%
Male	15562	70.2	15397	70.3	165	59.0	7362	47.8	8035	52.2
Female	6389	28.8	6287	28.7	102	36.4	3511	55.8	2776	44.2
Sex not stated	217	1.0	204	0.9	13	4.6	87	42.6	117	57.4
Total	22168	100.0	21888	100.0	280	100.0	10960	50.1	10928	49.9

(1) Percentages are those of Total Response to Question

(b) The Respective Provinces

Responses by Sex

Sex of Respondents	Total "No" to All Parts of Canada		Total "Yes" to the Respective Provinces												YUKON or NWT.							
	No.	%	NFLD.	P.E.I.	N.S.	N.B.	QUE.	ONT.		MAN.		SASK.	ALTA.			B.C.						
								No.	%	No.	%		No.	%		No.	%	No.	%			
Male	8035	73.5	97	1.2	133	1.7	793	9.9	3761	46.8	696	8.7	209	2.6	54	0.7	72	0.9	46	0.6	33	0.4
Female	2776	25.4	29	1.0	45	1.6	178	6.4	1255	45.2	264	9.5	53	1.9	14	0.5	14	0.5	16	0.6	5	0.2
Sex not stated	117	1.1	1	0.9	-	-	7	6.0	50	42.7	6	5.1	1	0.9	-	-	1	0.9	-	-	1	0.9
Total	10928	100.0	127	1.2	178	1.6	978	8.9	5066	46.4	966	8.8	263	2.4	68	0.6	87	0.8	62	0.6	39	0.4

Note: The figures for the Provinces will not add up to those in the "Total 'No' for All Parts of Canada" column, nor will the percentages add to 100, since some respondents did not answer this part of the question while others indicated "yes" for more than one Province.



TABLE 10: EXTENT TO WHICH THE TEACHING OF BOTH ENGLISH AND FRENCH SHOULD BE COMPULSORY IN ELEMENTARY SCHOOLS IN

(a) All Parts of Canada

Responses by Age

Age of Respondents	Total Response to Survey		Total Response to Question		Not Stated	Analysis of Total Response to Question				
	No.	%	No.	Question		YES (1)		NO (1)		
				No.		%	No.	%	No.	%
Under 25	1725	7.8	1714	7.8	11	1102	64.3	612	35.7	
25 - 34	3900	17.6	3870	17.7	30	2101	54.3	1769	45.7	
35 - 44	6945	31.3	6864	31.3	81	3378	49.2	3486	50.8	
45 - 54	6514	29.4	6425	29.4	89	3026	47.1	3399	52.9	
55 and over	2938	13.3	2881	13.2	57	1301	45.2	1580	54.8	
Age not stated	146	0.6	134	0.6	12	52	38.8	82	61.2	
Total	22168	100.0	21888	100.0	280	10960	50.1	10928	49.9	

(1) Percentages stated are those of Total Response to Question

(b) The Respective Provinces

Responses by Age

Age of Respondents	Total "No" to All Parts of Canada		Total "Yes" to the Respective Provinces												YUKON or NWT. No. %
	No.	%	NFLD.	P.E.I.	N.S.	N.B.	QUE.	ONT.	MAN.	SASK.	ALTA.	B.C.			
			No. %	No. %	No. %	No. %	No. %	No. %	No. %	No. %	No. %	No. %	No. %		
Under 25	612	5.6	12 2.0	12 2.0	21 3.4	49 8.0	324 52.9	73 11.9	9 1.5	3 0.5	3 0.5	2 0.3	5 0.8		
25 - 34	1769	16.2	37 2.1	44 2.5	64 3.6	165 9.3	807 45.6	166 9.4	48 2.7	10 0.6	18 1.0	13 0.7	10 0.6		
35 - 44	3486	31.9	36 1.0	53 1.5	93 2.7	321 9.2	1543 44.3	279 8.0	75 2.2	24 0.7	31 0.9	25 0.7	12 0.3		
45 - 54	3399	31.1	29 0.9	47 1.4	99 2.9	304 8.9	1596 47.0	296 8.7	79 2.3	23 0.7	21 0.6	15 0.4	5 0.1		
55 and over	1580	14.5	12 0.8	22 1.4	45 2.8	136 8.6	767 48.5	146 9.2	52 3.3	8 0.5	14 0.9	7 0.4	6 0.4		
Age not stated	82	0.7	1 1.2	-	1 1.2	3 3.7	29 35.4	6 7.3	-	-	-	-	1 1.2		
Total	10928	100.0	127 1.2	178 1.6	323 3.0	978 8.9	5066 46.4	966 8.8	263 2.4	68 0.6	87 0.8	62 0.6	39 0.4		

Note: The figures for the Provinces will not add up to those in the "Total 'No' for All Parts of Canada" column, nor will the percentages add to 100, since some respondents did not answer this part of the question while others indicated "yes" for more than one Province.





TABLE 11: EXTENT TO WHICH THE TEACHING OF BOTH ENGLISH AND FRENCH SHOULD BE COMPULSORY IN ELEMENTARY SCHOOLS IN

(a) All Parts of Canada  
Responses by Salary

Salary of Respondents	Total Response to Survey		Total Response to Question		Not Stated		Analysis of Total Response to Question			
	No.		No.		No.		YES (1)		NO (1)	
	No.	%	No.	%	No.	%	No.	%	No.	%
Under \$3000	2173	9.8	2140	9.8	33	11.8	1225	57.2	915	42.8
\$3000 - 3999	3530	15.9	3477	15.9	53	18.9	1834	52.7	1643	47.3
\$4000 - 4999	6555	29.6	6474	29.6	81	29.0	3127	48.3	3347	51.7
\$5000 - 5999	4909	22.1	4849	22.2	60	21.4	2329	48.0	2520	52.0
\$6000 - 6999	2332	10.6	2310	10.5	22	7.8	1113	48.2	1197	51.8
\$7000 and over	2486	11.2	2465	11.2	21	7.5	1259	51.1	1206	48.9
Salary not stated	183	0.8	173	0.8	10	3.6	73	50.1	100	49.9
Total	22168	100.0	21888	100.0	280	100.0	10960	50.1	10928	49.9

(1) Percentages are those of Total Response to Question

(b) The Respective Provinces  
Responses by Salary

Salary of Respondents	Total "No" to All Parts of Canada		Total "Yes" to the Respective Provinces												YUKON or NWT.  No. %							
	No.	%	NFLD.  No. %	P.E.I.  No. %	N.S.  No. %	N.B.  No. %	QUE.  No. %	ONT.		MAN.  No. %	SASK.  No. %	ALTA.  No. %	B.C.  No. %									
								No.	%													
Under \$3000	915	8.4	13	1.4	11	1.2	61	6.7	379	41.4	82	9.0	10	1.1	3	0.3	7	0.8	5	0.5	3	0.3
\$3000 - 3999	1643	15.0	21	1.3	22	1.3	106	6.5	737	44.9	130	7.9	24	1.5	10	0.6	15	0.9	10	0.6	5	0.3
\$4000 - 4999	3347	30.6	43	1.3	67	2.0	296	8.8	1523	45.5	291	8.7	95	2.8	19	0.6	22	0.7	19	0.6	14	0.4
\$5000 - 5999	2520	23.1	22	0.9	34	1.3	240	9.5	1204	47.8	223	8.8	52	2.1	18	0.7	18	0.7	12	0.5	4	0.2
\$6000 - 6999	1197	11.0	15	1.3	29	2.4	134	11.2	593	49.5	117	9.8	38	3.2	11	0.9	19	1.6	8	0.7	4	0.3
\$7000 and over	1206	11.0	12	1.0	15	1.2	131	10.9	593	49.2	113	9.4	43	3.6	7	0.6	6	0.5	7	0.6	8	0.7
Sal. not stated	100	0.9	1	1.0	-	-	10	10.0	37	37.0	10	10.0	1	1.0	-	-	-	-	1	1.0	1	1.0
Total	10928	100.0	127	1.2	178	1.6	978	8.9	5066	46.4	966	8.8	263	2.4	68	0.6	87	0.8	62	0.6	39	0.4

Note: The figures for the Provinces will not add up to those in the "Total 'No' for All Parts of Canada" column, nor will the percentages add to 100, since some respondents did not answer this part of the question while others indicated "yes" for more than one Province.





TABLE 12: EXTENT TO WHICH THE TEACHING OF BOTH ENGLISH AND FRENCH SHOULD BE COMPULSORY IN ELEMENTARY SCHOOLS IN

(a) All Parts of Canada  
Responses by Fluency of Language

Fluency of Language of Respondents	Total Response to Survey		Total Response to Question		Not Stated		Analysis of Total Response to Question			
	No.	%	No.	%	No.	%	YES (1)		NO (1)	
							No.	%	No.	%
English French	14870	67.1	14705	67.2	165	58.9	5682	38.6	9023	61.4
	512	2.3	496	2.3	16	5.7	407	82.1	89	17.9
	15	0.1	15	0.1	-	-	8	53.3	7	46.7
English & French	5233	23.6	5165	23.6	68	24.3	4184	81.0	981	19.0
English & Other	844	3.8	835	3.8	9	3.2	303	36.3	532	63.7
French & Other	9	-	9	-	-	-	7	77.8	2	22.2
Engl., French & Oth.	279	1.3	278	1.3	1	0.4	204	73.4	74	26.6
Lang. not stated	406	1.8	385	1.7	21	7.5	165	42.9	220	57.1
Total	22168	100.0	21888	100.0	280	100.0	10960	50.1	10928	49.9

(1) Percentages stated are those of Total Response to Question.

(b) The Respective Provinces  
Responses by Fluency of Language

Fluency of Language of Respondents	Total "No" to All Parts of Canada		Total "Yes" to the Respective Provinces												YUKON or NWT.							
	No.	%	NFLD.	P.E.I.	N.S.	N.B.	QUE.	ONT.		MAN.	SASK.	ALTA.	B.C.									
								No.	%					No.		%						
English	9023	82.6	84	0.9	94	1.0	184	2.0	625	6.9	3988	44.2	589	6.5	109	1.2	14	0.2	26	0.3	20	0.2
French	89	0.8	3	3.4	1	1.1	3	3.4	14	15.7	45	50.6	12	13.5	3	3.4	1	1.1	2	2.2	1	1.1
Other	7	-	-	-	-	-	-	-	1	14.3	4	57.1	1	14.3	1	14.3	1	14.3	1	14.3	1	14.3
Engl. & French	981	9.0	30	3.1	67	6.8	113	11.5	275	28.0	640	65.2	303	30.9	136	13.9	49	5.0	51	5.2	30	3.1
Engl. & Other	532	4.9	6	1.1	9	1.7	9	1.7	35	6.6	267	50.2	27	5.1	3	0.6	-	-	3	0.6	2	0.4
French & Other	2	-	-	-	1	50.	1	50.	1	50.0	2	100.	1	50.0	1	50.0	1	50.	-	-	-	-
Engl., Fr. & Oth.	74	0.7	3	4.1	6	8.1	11	14.9	11	14.9	39	52.7	13	17.6	6	8.1	2	2.7	2	2.7	1	1.4
Lang. not stated	220	2.0	1	0.5	3	1.4	6	2.7	16	7.3	81	36.8	20	9.1	4	1.8	-	-	2	0.9	1	0.5
Total	10928	100.0	127	1.2	178	1.6	323	3.0	978	8.9	5066	46.4	966	8.8	263	2.4	68	0.6	87	0.8	62	0.6

Note: The figures for the Provinces will not add up to those in the Total incl. for all

Note: The figures for the Provinces will not add up to those in the "Total 'No' for All Parts of Canada" column, nor will the percentages add to 100, since some respondents did not answer this part of the question while others indicated "yes" for more than one Province.



TABLE 13: EXTENT TO WHICH THE TEACHING OF BOTH ENGLISH AND FRENCH SHOULD BE COMPULSORY IN ELEMENTARY SCHOOLS IN

(a) All Parts of Canada

Responses by Language Spoken in the Home

Language Spoken in Home of Respondents	Total Response to Survey		Total Response to Question		Not Stated		Analysis of Total Response to Question			
	No.	%	No.	%	No.	%	YES (1)		NO (1)	
							No.	%	No.	%
English	15078	68.0	14915	68.1	163	58.2	5816	39.0	9099	61.0
French	4102	18.5	4037	18.4	65	23.2	3395	84.1	642	15.9
Other	163	0.7	162	0.7	1	0.4	62	38.3	100	61.7
English & French	1698	7.7	1675	7.7	23	8.2	1272	75.9	403	24.1
English & Other	902	4.1	889	4.1	13	4.6	314	35.3	575	64.7
French & Other	6	-	6	-	-	-	3	50.0	3	50.0
Engl., French & Oth.	83	0.4	83	0.4	-	-	56	67.5	27	32.5
Lang. not stated	136	0.6	121	0.6	15	5.4	42	34.7	79	65.3
Total	22168	100.0	21888	100.0	280	100.0	10960	50.1	10928	49.9

(1) Percentages stated are those of Total Response to Question.

(b) The Respective Provinces

Responses by Language Spoken in the Home

Language Spoken in Home of Respondents	Total "No" to All Parts of Canada		Total "Yes" to the Respective Provinces																					
	No.	%	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon or N.W.T.											
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%								
English	9099	83.3	81	0.9	92	1.0	181	2.0	622	6.8	4018	44.2	585	6.4	110	1.2	11	0.1	28	0.3	26	0.3	19	0.2
French	642	5.9	23	3.6	44	6.9	78	12.1	182	28.3	411	64.0	194	30.2	101	15.7	43	6.7	45	7.0	30	4.7	13	2.0
Other	100	0.9	2	2.0	3	3.0	3	3.0	6	6.0	42	42.0	4	4.0	-	-	-	-	-	-	-	-	-	-
Engl. & French	403	3.7	11	2.7	27	6.7	41	10.2	120	29.8	271	67.2	131	32.5	42	10.4	12	3.0	11	2.7	2	0.5	3	0.7
Engl. & Other	575	5.3	10	1.7	11	1.9	16	2.8	41	7.1	285	49.6	39	6.8	7	1.2	2	0.3	3	0.5	4	0.7	3	0.5
French & Other	3	-	-	-	-	-	-	-	1	33.3	3	100.	1	33.3	-	-	-	-	-	-	-	-	-	-
Engl., Fr. & Oth.	27	0.2	-	-	-	-	-	-	1	3.7	12	44.4	5	18.5	2	7.4	-	-	-	-	-	-	1	3.7
Lang. not stated	79	0.7	-	-	4	5.1	4	5.1	5	6.3	24	30.4	7	8.9	1	1.3	-	-	-	-	-	-	-	-
Total	10928	100.0	127	1.2	173	1.6	323	3.0	978	8.9	5066	46.4	966	8.8	263	2.4	68	0.6	87	0.8	62	0.6	39	0.4

Note: The figures for the Provinces will not add up to those in the "Total 'No' for All Parts of Canada" column, nor will the percentages add to 100, since some respondents did not answer this part of the question while others indicated "yes" for more than one Province.





TABLE 14: EXTENT TO WHICH THE TEACHING OF BOTH ENGLISH AND FRENCH SHOULD BE COMPULSORY IN ELEMENTARY SCHOOLS IN

(a) All Parts of Canada

Responses by Level of Education

Level of Education of Respondents	Total Response to Survey		Total Response to Question		Not Stated		Analysis of Total Response to Question			
	No. %		No. %		No. %		YES (1)		NO (1)	
	No.	%	No.	%	No.	%	No.	%	No.	%
Att. Elem. School	508	2.3	488	2.2	20	7.2	241	49.4	247	50.6
Compl. Elem. School	1183	5.3	1165	5.3	18	6.4	538	46.2	627	53.8
Att. Sec. School	5937	26.8	5865	26.8	72	25.7	2716	46.3	3149	53.7
Compl. Sec. School	9906	44.7	9805	44.8	101	36.1	4964	50.6	4841	49.4
Obt. Univ. Credits	2691	12.1	2663	12.2	28	10.0	1433	53.8	1230	46.2
Univ. Degree	1688	7.6	1670	7.6	18	6.4	964	57.7	706	42.3
Educ. not stated	255	1.2	232	1.1	23	8.2	104	44.8	128	55.2
Total	22168	100.0	21888	100.0	280	100.0	10960	50.1	10928	49.9

(1) Percentages stated are those of Total Response to Question

(b) The Respective Provinces

Responses by Level of Education

Level of Education of Respondents	Total "No" to All Parts of Canada		Total "Yes" to the Respective Provinces											
	No. %		Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon or N.W.T.	
	No.	%	No. %	No. %	No. %	No. %	No. %	No. %	No. %	No. %	No. %	No. %	No. %	
Att. El. School	247	2.3	1 0.4	6 2.4	9 3.6	23 9.3	94 38.1	26 10.5	8 3.2	1 0.4	2 0.8	3 1.2	1 0.4	
Compl.El. School	647	5.7	5 0.8	4 0.6	13 2.1	55 8.8	276 44.0	53 8.5	13 2.1	5 0.8	5 0.8	2 0.3	2 0.3	
Att. Sec. School	3149	28.8	35 1.1	47 1.5	90 2.9	259 8.2	1400 44.5	274 8.7	65 2.1	17 0.5	25 0.8	14 0.4	7 0.2	
Compl.Sec.School	4841	44.3	58 1.2	83 1.7	143 3.0	421 8.7	2266 46.8	409 8.4	101 2.1	25 0.5	34 0.7	21 0.4	17 0.4	
Univ. Credits	1230	11.3	16 1.3	21 1.7	36 2.9	130 10.6	633 51.5	123 10.0	43 3.5	11 0.9	11 0.9	13 1.1	5 0.4	
Univ. Degree	706	6.5	10 1.4	13 1.8	24 3.4	81 11.5	352 49.9	69 9.8	28 4.0	7 1.0	7 1.0	6 0.8	6 0.8	
Educ. not stated	128	1.1	2 1.6	4 3.1	8 6.3	9 7.0	45 35.2	12 9.4	5 3.9	2 1.6	3 2.3	3 2.3	1 0.8	
Total	10928	100.0	127 1.2	178 1.6	323 3.0	978 8.9	5066 46.4	966 8.8	263 2.4	68 0.6	87 0.8	62 0.6	39 0.4	

Note: The figures for the Provinces will not add up to those in the "Total 'No' for All Parts of Canada" column, nor will the percentages add to 100, since some respondents did not answer this part of the question while others indicated "yes" for more than one Province.





TABLE 15: EXTENT TO WHICH THE TEACHING OF BOTH ENGLISH AND FRENCH SHOULD BE COMPULSORY IN SECONDARY SCHOOLS IN

(a) All Parts of Canada

Responses by Province of Residence

Province of Residence of Respondents	Total Response to Survey		Total Response to Question		Not Stated		Analysis of Total Response to Question			
	No.	%	No.	%	No.	%	YES (1)		NO (1)	
							No.	%	No.	%
Newfoundland	402	1.8	401	1.8	1	0.3	215	53.6	186	46.4
P. E. I.	216	1.0	215	1.0	1	0.3	128	59.5	87	40.5
Nova Scotia	944	4.3	928	4.3	16	4.7	482	51.9	446	48.1
New Brunswick	1203	5.4	1184	5.4	19	5.6	582	49.2	602	50.8
Quebec	5299	23.9	5225	23.9	74	22.0	4271	81.7	954	18.3
Ontario	8696	39.2	8544	39.1	152	45.1	4297	50.3	4247	49.7
Manitoba	1051	4.7	1041	4.8	10	3.0	380	36.5	661	63.5
Saskatchewan	838	3.8	833	3.8	5	1.5	289	34.7	544	65.3
Alberta	1674	7.6	1651	7.6	23	6.8	503	30.5	1148	69.5
B. C.	1722	7.8	1695	7.8	27	8.0	731	43.1	964	56.9
Yukon or N.W.T.	74	0.3	73	0.3	1	0.3	34	46.6	39	53.4
Resid. not stated	49	0.2	41	0.2	8	2.4	17	41.5	24	58.5
Total	22168	100.0	21831	100.0	337	100.0	11929	54.6	9902	45.4

(1) Percentages stated are those of Total Response to Question.



TABLE 15: EXTENT TO WHICH THE TEACHING OF BOTH ENGLISH AND FRENCH SHOULD BE COMPULSORY IN SECONDARY SCHOOLS IN

(b) The Respective Provinces

Responses by Province of Residence

Province of Residence of Respondents	Total "No"		Total "Yes" to the Respective Provinces												YUKON or NWT.									
	to All Parts of Canada		NFLD.		P.E.I.		N.S.		N.B.		QUE.		ONT.			MAN.		SASK.		ALTA.		B.C.		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%		No.	%	No.	%	No.	%	No.	%	
Newfoundland	186	1.9	5	2.7	-	-	-	-	13	7.0	71	38.2	5	2.7	1	0.5	-	-	-	-	1	0.5	-	-
P. E. I.	87	0.9	-	-	3	3.4	-	-	5	5.7	34	39.1	3	3.4	1	1.1	-	-	-	-	1	1.1	1	1.1
Nova Scotia	446	4.5	4	0.9	3	0.7	34	7.6	38	8.5	175	39.2	6	1.3	-	-	-	-	-	-	-	-	-	-
New Brunswick	602	6.1	12	2.0	27	4.5	30	5.0	103	17.1	238	39.5	31	5.1	9	1.5	4	0.7	2	0.3	2	0.3	2	0.3
Quebec	954	9.6	18	1.9	40	4.2	63	6.6	190	19.9	722	75.7	199	20.9	81	8.5	29	3.0	34	3.6	22	2.3	8	0.8
Ontario	4247	42.9	53	1.2	60	1.4	98	2.3	305	7.2	1800	42.4	503	11.8	78	1.8	9	0.2	8	0.2	5	0.1	9	0.2
Manitoba	661	6.7	3	0.5	3	0.5	4	0.6	14	2.1	262	39.6	12	1.8	15	2.3	-	-	-	-	-	-	1	0.2
Saskatchewan	544	5.5	2	0.4	3	0.6	5	0.9	16	2.9	186	34.2	10	1.8	2	0.4	9	1.7	2	0.4	1	0.2	1	0.2
Alberta	1148	11.6	2	0.2	1	0.1	6	0.5	26	2.3	386	33.6	29	2.5	3	0.3	-	-	28	2.4	-	-	3	0.3
B. C.	964	9.7	7	0.7	7	0.7	10	1.0	26	2.7	352	36.5	41	4.3	6	0.6	1	0.1	-	-	21	2.2	1	0.1
Yukon or NWT.	39	0.4	-	-	-	-	-	-	2	5.1	13	33.3	1	2.6	-	-	-	-	-	-	-	-	-	-
Resid. not stated	24	0.2	2	8.3	-	-	1	4.2	3	12.5	5	20.8	4	16.7	2	8.3	-	-	-	-	-	-	1	4.2
Total	9902	100.0	108	1.1	147	1.5	251	2.5	741	7.5	4244	42.9	844	8.5	198	2.0	52	0.5	75	0.8	52	0.5	27	0.3

Note: The figures for the Provinces will not add up to those in the "Total 'No' for All Parts of Canada" column, nor will the percentages add to 100, since some respondents did not answer this part of the question while others indicated "yes" for more than one Province.



TABLE 16: EXTENT TO WHICH THE TEACHING OF BOTH ENGLISH AND FRENCH SHOULD BE COMPULSORY IN SECONDARY SCHOOLS IN

(a) All Parts of Canada

Responses by Sex

Sex of Respondents	Total Response to Survey		Total Response to Question		Not Stated		Analysis of Total Response to Question			
	No. %		No. %		No. %		YES (1)		NO (1)	
	No.	%	No.	%	No.	%	No.	%	No.	%
Male	15562	70.2	15363	70.4	199	59.0	8108	52.8	7255	47.2
Female	6389	28.8	6265	28.7	124	36.8	3735	59.6	2530	40.4
Sex not stated	217	1.0	203	0.9	14	4.2	86	42.4	117	57.6
Total	22168	100.0	21831	100.0	337	100.0	11929	54.6	9902	45.4

(1) Percentages stated are those of Total Response to Question.

(b) The Respective Provinces

Responses by Sex

Sex of Respondents	Total "No" to All Parts of Canada		Total "Yes" to the Respective Provinces												YUKON or NWT.  No. %									
	No.	%	NFLD. No. %	P.E.I. No. %	N.S. No. %	N.B. No. %	QUE.		ONT.		MAN.		SASK. No. %	ALTA. No. %		B.C. No. %								
							No.	%	No.	%	No.	%					No.	%						
Male Female Sex not stated	7255	73.3	83	1.1	113	1.6	193	2.7	603	8.3	3127	43.1	592	8.2	155	2.1	41	0.6	59	0.8	38	0.5	22	0.3
	2530	25.6	23	0.9	34	1.3	56	2.2	129	5.1	1070	42.3	243	9.6	40	1.6	11	0.4	15	0.6	14	0.6	4	0.2
	117	1.1	2	1.7	-	-	2	1.7	9	7.7	47	40.2	9	7.7	3	2.6	-	-	1	0.9	-	-	1	0.9
Total	9902	100.0	108	1.1	147	1.5	251	2.5	741	7.5	4244	42.9	844	8.5	198	2.0	52	0.5	75	0.8	52	0.5	27	0.3

Note: The figures for the Provinces will not add up to those in the "Total 'No' for All Parts of Canada" column, nor will the percentages add to 100, since some respondents did not answer this part of the question while others indicated "yes" for more than one Province.





TABLE 17: EXTENT TO WHICH THE TEACHING OF BOTH ENGLISH AND FRENCH SHOULD BE COMPULSORY IN SECONDARY SCHOOLS IN

(a) All Parts of Canada  
Responses by Age

Age of Respondents	Total Response to Survey		Total Response to Question		Not Stated		Analysis of Total Response to Question			
	No.	%	No.	%	No.	%	YES (1)		NO (1)	
							No.	%	No.	%
Under 25	1725	7.8	1707	7.8	18	5.3	1155	67.7	552	32.3
25 - 34	3900	17.6	3867	17.7	33	9.8	2238	57.9	1629	42.1
35 - 44	6945	31.3	6851	31.4	94	27.9	3674	53.6	3177	46.4
45 - 54	6514	29.4	6404	29.3	110	32.6	3373	52.7	3031	47.3
55 and over	2938	13.3	2868	13.2	70	20.8	1428	49.8	1440	50.2
Age not stated	146	0.6	134	0.6	12	3.6	61	45.5	73	54.5
Total	22168	100.0	21831	100.0	337	100.0	11929	54.6	9902	45.4

(1) Percentages are those of Total Response to Question

(b) The Respective Provinces  
Responses by Age

Age of Respondents	Total "No" to All Parts of Canada		Total "Yes" to the Respective Provinces												YUKON or NWT.					
	No.	%	NFLD.	P.E.I.	N.S.	N.B.	QUE.	ONT.	MAN.	SASK.	ALTA.	B.C.								
													No.	%	No.	%	No.	%	No.	%
Under 25	552	5.6	10	1.8	13	2.4	18	3.3	31	5.6	260	47.1	64	11.6	10	1.8	3	0.5	3	0.5
25 - 34	1629	16.5	30	1.8	36	2.2	48	2.9	130	8.0	680	41.7	145	8.9	33	2.0	8	0.5	7	0.4
35 - 44	3177	32.1	27	0.8	43	1.4	74	2.3	250	7.9	1333	42.0	256	8.1	58	1.8	18	0.6	8	0.3
45 - 54	3031	30.6	24	0.8	34	1.1	71	2.3	216	7.1	1306	43.1	235	7.8	54	1.8	17	0.6	3	0.1
55 and over	1440	14.5	15	1.0	21	1.5	39	2.7	112	7.8	639	44.4	139	9.7	41	2.8	6	0.4	5	0.3
Age not stated	73	0.7	2	2.7	-	-	1	1.4	2	2.7	26	35.6	5	6.8	2	2.7	-	-	1	1.4
Total	9902	100.0	108	1.1	147	1.5	251	2.5	741	7.5	4244	42.9	844	8.5	198	2.0	52	0.5	75	0.8

Note: The figures for the Provinces will not add up to those in the "Total 'No' for All Parts of Canada" column, nor will the percentages add to 100, since some respondents did not answer this part of the question while others indicated "yes" for more than one Province.



TABLE 18: EXTENT TO WHICH THE TEACHING OF BOTH ENGLISH AND FRENCH SHOULD BE COMPULSORY IN SECONDARY SCHOOLS IN

(a) All Parts of Canada  
Responses by Salary

Salary of Respondents	Total Response to Survey		Total Response to Question		Not Stated		Analysis of Total Response to Question			
	No.	%	No.	%	No.	%	YES (1)		NO (1)	
							No.	%	No.	%
Under \$3000	2173	9.8	2126	9.8	47	13.9	1279	60.2	847	39.8
\$3000 - 3999	3530	15.9	3458	15.8	72	21.4	1926	55.7	1532	44.3
\$4000 - 4999	6555	29.6	6451	29.5	104	30.9	3420	53.0	3031	47.0
\$5000 - 5999	4909	22.1	4852	22.2	57	16.9	2553	52.6	2299	47.4
\$6000 - 6999	2332	10.6	2311	10.6	21	6.2	1273	55.1	1038	44.9
\$7000 and over	2486	11.2	2463	11.3	23	6.8	1400	56.8	1063	43.2
Salary not stated	183	0.8	170	0.8	13	3.9	78	45.9	92	54.1
Total	22168	100.0	21831	100.0	337	100.0	11929	54.6	9902	45.4

(1) Percentages are those of Total Response to Question.

(b) The Respective Provinces  
Responses by Salary

Salary of Respondents	Total "No" to All Parts of Canada		Total "Yes" to the Respective Provinces												YUKON or NWT.									
	No.	%	NFLD.	P.E.I.	N.S.	N.B.	QUE.	ONT.	MAN.	SASK.	ALTA.	B.C.	No.	%										
			No.	%	No.	%	No.	%	No.	%	No.	%			No.	%								
Under \$3000	847	8.6	12	1.4	11	1.3	23	2.7	51	6.0	331	39.1	75	8.9	15	1.8	4	0.5	10	1.2	7	0.8	2	0.2
\$3000 - 3999	1532	15.5	23	1.5	27	1.8	39	2.5	82	5.4	648	42.3	122	8.0	17	1.1	8	0.5	18	1.2	9	0.6	4	0.3
\$4000 - 4999	3031	30.6	27	0.9	44	1.5	71	2.3	222	7.3	1299	42.9	248	8.2	62	2.0	13	0.4	16	0.5	12	0.4	9	0.3
\$5000 - 5999	2299	23.2	23	1.0	31	1.3	61	2.7	187	8.1	1011	44.0	184	8.0	47	2.0	18	0.8	19	0.8	13	0.6	5	0.2
\$6000 - 6999	1038	10.5	9	0.9	17	1.6	26	2.5	93	9.0	448	43.2	97	9.3	23	2.2	4	0.4	9	0.9	6	0.6	2	0.2
\$7000 and over	1063	10.7	11	1.0	16	1.5	27	2.5	99	9.3	474	44.6	107	10.1	31	2.9	5	0.5	3	0.3	4	0.4	4	0.4
Salary not stated	92	0.9	3	3.3	1	1.1	4	4.3	7	7.6	33	35.9	11	12.0	3	3.3	-	-	-	-	1	1.1	1	1.1
Total	9902	100.0	108	1.1	147	1.5	251	2.5	741	7.5	4244	42.9	844	8.5	198	2.0	52	0.5	75	0.8	52	0.5	27	0.3

Note: The figures for the Provinces will not add up to those in the "Total 'No' for All Parts of Canada" column, nor will the percentages add to 100, since some respondents did not answer this part of the question while others indicated "yes" for more than one Province.





TABLE 19: EXTENT TO WHICH THE TEACHING OF BOTH ENGLISH AND FRENCH SHOULD BE COMPULSORY IN SECONDARY SCHOOLS IN

(a) All Parts of Canada  
Responses by Fluency of Language

Fluency of Language of Respondents	Total Response to Survey		Total Response to Question		Not Stated		Analysis of Total Response to Question			
	No. %		No. %		No. %		YES (1)		NO (1)	
	No.	%	No.	%	No.	%	No.	%	No.	%
English	14870	67.1	14670	67.2	200	59.3	6437	43.9	8233	56.1
French	512	2.3	501	2.3	11	3.3	428	85.4	73	14.6
Other	15	0.1	13	0.1	2	0.6	8	61.5	5	38.5
English & French	5233	23.6	5156	23.6	77	22.8	4283	83.1	873	16.9
English & Other	844	3.8	832	3.8	12	3.6	383	46.0	449	54.0
French & Other	9	-	9	-	-	-	8	88.9	1	11.1
Engl., French & Oth.	279	1.3	275	1.3	4	1.2	207	75.3	68	24.7
Lang. not stated	406	1.8	375	1.7	31	9.2	175	46.7	200	53.3
Total	22168	100.0	21831	100.0	337	100.0	11929	54.6	9902	45.4

(1) Percentages stated are those of Total Response to Question.

(b) The Respective Provinces  
Responses by Fluency of Language

Fluency of Language of Respondents	Total "No" to All Parts of Canada		Total "Yes" to the Respective Provinces												YUKON or NWT.									
	No.	%	NFLD.	P.E.I.	N.S.		N.B.		QUE.		ONT.		MAN.				SASK.	ALTA.		B.C.				
					No.	%	No.	%	No.	%	No.	%	No.	%	No.	%		No.	%	No.	%	No.	%	
English	8233	83.2	78	0.9	82	1.0	151	1.8	471	5.7	3296	40.0	533	6.5	87	1.1	17	0.2	31	0.4	24	0.3	16	0.2
French	73	0.7	3	4.1	3	4.1	3	4.1	13	17.8	54	74.0	12	16.4	4	5.5	4	5.5	4	5.5	2	2.7	-	-
Other	5	0.1	-	-	-	-	-	-	-	-	2	40.0	-	-	-	-	-	-	-	-	1	20.0	-	-
Engl. & French	873	8.8	21	2.4	56	6.4	86	9.9	219	25.1	594	68.0	253	29.0	97	11.1	29	3.3	33	3.8	18	2.1	9	1.0
Engl. & Other	449	4.5	3	0.7	4	0.9	4	0.9	17	3.8	199	44.3	18	4.0	1	0.2	-	-	3	0.7	2	0.4	1	0.2
French & Other	1	-	-	-	-	-	-	-	-	-	1	100.	-	-	-	-	-	-	-	-	-	-	-	-
Engl., Fr. & Oth.	68	0.7	2	2.9	2	2.9	5	7.4	10	14.7	38	55.9	13	19.1	6	8.8	2	2.9	2	2.9	3	4.4	1	1.5
Lang. not stated	200	2.0	1	0.5	-	-	2	1.0	11	5.5	60	30.0	15	7.5	3	1.5	-	-	2	1.0	2	1.0	-	-
Total	9902	100.0	108	1.1	147	1.5	251	2.5	741	7.5	4244	42.9	844	8.5	198	2.0	52	0.5	75	0.8	52	0.5	27	0.3

Note: The figures for the Provinces will not add up to those in the "Total 'No' for All Parts of Canada" column, nor will the percentages add to 100, since some respondents did not answer this part of the question while others indicated "yes" for more than one Province.





TABLE 20: EXTENT TO WHICH THE TEACHING OF BOTH ENGLISH AND FRENCH SHOULD BE COMPULSORY IN SECONDARY SCHOOLS IN

(a) All Parts of Canada  
Responses by Language Spoken in the Home

Language Spoken in Home of Respondents	Total Response to Survey		Total Response to Question		Not Stated		Analysis of Total Response to Question			
	No. %		No. %		No. %		YES (1)		NO (1)	
	No.	%	No.	%	No.	%	No.	%	No.	%
English	15078	68.0	14875	68.1	203	60.2	6561	44.1	8314	55.9
French	4102	18.5	4037	18.5	65	19.3	3509	86.9	528	13.1
Other	163	0.7	162	0.7	1	0.3	79	48.8	83	51.2
English & French	1698	7.7	1663	7.6	35	10.4	1281	77.0	382	23.0
English & Other	902	4.1	885	4.1	17	5.0	390	44.1	495	55.9
French & Other	6	-	6	-	-	-	2	33.3	4	66.7
Engl., French & Oth.	83	0.4	82	0.4	1	0.3	56	68.3	26	31.7
Lang. not stated	136	0.6	121	0.6	15	4.5	51	42.1	70	57.9
Total	22168	100.0	21831	100.0	337	100.0	11929	54.6	9902	45.4

(1) Percentages are those of Total Response to Question.

(b) The Respective Provinces  
Responses by Language Spoken in the Home

Language Spoken in Home of Respondents	Total "No" to All Parts of Canada	Total "Yes" to the Respective Provinces											
		NFLD.		P.E.I.		N.S.		N.B.		QUE.		ONT.	
		No. %	No. %	No. %	No. %	No. %	No. %	No. %	No. %	No. %	No. %	No. %	No. %
English	8314 84.0	72 0.9	76 0.9	144 1.7	461 5.5	3313 39.8	523 6.3	84 1.0	13 0.2	33 0.4	25 0.3	14 0.2	YUKON or NWT. 14 0.2
French	528 5.3	18 3.4	37 7.0	60 11.4	148 28.0	402 76.1	161 30.5	75 14.2	30 5.7	34 6.4	20 3.8	6 1.1	6 1.1
Other	83 0.8	2 2.4	2 2.4	3 3.6	5 6.0	36 43.4	4 4.8	1 1.2	1 1.2	-	-	-	-
Engl. & French	382 3.9	9 2.4	26 6.8	34 8.9	98 25.7	242 63.4	116 30.4	31 8.1	7 1.8	6 1.6	3 0.8	3 0.8	3 0.8
Engl. & Other	495 5.0	6 1.2	6 1.2	8 1.6	23 4.6	224 45.3	30 6.1	4 0.8	1 0.2	2 0.4	4 0.8	2 0.4	2 0.4
French & Other	4 -	-	-	-	2 50.0	3 75.0	3 75.0	1 25.0	-	-	-	-	-
Engl., Fr. & Oth.	26 0.3	-	-	1 3.8	2 7.7	11 42.3	4 15.4	1 3.8	-	-	-	-	-
Lang. not stated	70 0.7	1 1.4	-	1 1.4	2 2.9	13 18.6	3 4.3	1 1.4	-	-	-	-	-
Total	9902 100.0	108 1.1	147 1.5	251 2.5	741 7.5	4244 42.9	844 8.5	198 2.0	52 0.5	75 0.8	52 0.5	27 0.3	27 0.3

Note: The figures for the Provinces will not add up to those in the "Total 'No' for All Parts of Canada" column, nor will the percentages add to 100, since some respondents did not answer this part of the question while others indicated "yes" for more than one Province.



TABLE 21: EXTENT TO WHICH THE TEACHING OF BOTH ENGLISH AND FRENCH SHOULD BE COMPULSORY IN SECONDARY SCHOOLS IN

(a) All Parts of Canada

Responses by Level of Education

Level of Education of Respondents	Total Response to Survey		Total Response to Question		Not Stated		Analysis of Total Response to Question			
	No. %		No. %		No. %		YES (1)		NO (1)	
	No.	%	No.	%	No.	%	No.	%	No.	%
Att.Elem.School	508	2.3	485	2.2	23	6.8	243	50.1	242	49.9
Compl.Elem.School	1183	5.3	1154	5.3	29	8.6	563	48.8	591	51.2
Att. Sec. School	5937	26.8	5842	26.8	95	28.2	2993	51.2	2849	48.8
Compl.Sec. School	9906	44.7	9793	44.9	113	33.5	5398	55.1	4395	44.9
Obt.Univ.Credits	2691	12.1	2653	12.1	38	11.3	1568	59.1	1085	40.9
Univ. Degree	1688	7.6	1675	7.7	13	3.9	1054	62.9	621	37.1
Educ. not stated	255	1.2	229	1.0	26	7.7	110	48.0	119	52.0
Total	22168	100.0	21831	100.0	337	100.0	11929	54.6	9902	45.4

(1) Percentages are those of Total Response to Question.

(b) The Respective Provinces

Responses by Level of Education

Level of Education of Respondents	Total "No" to All Parts of Canada		Total "Yes" to the Respective Provinces												YUKON or NWT.									
	No.	%	NFLD.	P.E.I.	N.S.		N.B.		QUE.		ONT.		MAN.			SASK.		ALTA.	B.C.					
					No.	%	No.	%	No.	%	No.	%	No.	%		No.	%		No.	%	No.	%		
Att. El. School	242	2.4	3	1.2	6	2.5	9	3.7	21	8.7	88	36.4	23	9.5	5	2.1	1	0.4	2	0.8	4	1.7	1	0.4
Compl.El. School	591	6.0	4	0.7	3	0.5	12	2.0	48	8.1	238	40.3	45	7.6	10	1.7	5	0.8	2	0.3	1	0.2	1	0.2
Att. Sec. School	2849	28.8	35	1.2	45	1.6	73	2.6	194	6.8	1157	40.6	248	8.7	53	1.9	14	0.5	20	0.7	12	0.4	6	0.2
Compl.Sec.School	4395	44.4	43	1.0	60	1.4	101	2.3	309	7.0	1918	43.6	353	8.0	74	1.7	15	0.3	35	0.8	19	0.4	11	0.3
Univ. Credits	1085	10.9	15	1.4	20	1.8	34	3.1	102	9.4	526	48.5	103	9.5	35	3.2	11	1.0	8	0.7	9	0.8	3	0.3
Univ. Degree	621	6.3	7	1.1	11	1.8	20	3.2	63	10.1	279	44.9	65	10.5	19	3.1	5	0.8	6	1.0	6	1.0	5	0.8
Educ. not stated	119	1.2	1	0.8	2	1.7	2	1.7	4	3.4	38	31.9	7	5.9	2	1.7	1	0.8	2	1.7	1	0.8	-	-
Total	9902	100.0	108	1.1	147	1.5	251	2.5	741	7.5	4244	42.9	844	8.5	198	2.0	52	0.5	75	0.8	52	0.5	27	0.3

Note: The figures for the Provinces will not add up to those in the "Total 'No' for All Parts of Canada" column, nor will the percentages add to 100, since some respondents did not answer this part of the question while others indicated "yes" for more than one Province.





TABLE 22: EXTENT TO WHICH CIVIL SERVANTS, AND EMPLOYEES IN THOSE PRIVATE INDUSTRIES WITH OFFICES ACROSS CANADA, SHOULD BE REQUIRED TO SPEAK BOTH ENGLISH AND FRENCH

(a) In All Parts of Canada

Responses by Province of Residence

Province of Residence of Respondents	Total Response to Survey		(1) Civil Servants						(2) Employees in Industry					
	No.	%	YES		NO		NOT STATED		YES		NO		NOT STATED	
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Newfoundland	402	1.8	35	8.7	349	86.8	18	4.5	50	12.4	320	79.6	32	8.0
P. E. I.	216	1.0	18	8.3	188	87.0	10	4.6	15	6.9	182	84.3	19	8.8
Nova Scotia	944	4.3	68	7.2	801	84.9	75	7.9	72	7.6	780	82.6	92	9.7
New Brunswick	1203	5.4	180	15.0	952	79.1	71	5.9	162	13.5	936	77.8	105	8.7
Quebec	5299	23.9	3275	61.8	1588	30.0	436	8.2	2740	51.7	1863	35.2	696	13.1
Ontario	8696	39.2	683	7.9	7455	85.7	558	6.4	624	7.2	7307	84.0	765	8.8
Manitoba	1051	4.7	43	4.1	963	91.6	45	4.3	36	3.4	946	90.0	69	6.6
Saskatchewan	838	3.8	29	3.5	791	94.4	18	2.1	24	2.9	781	93.2	33	3.9
Alberta	1674	7.6	42	2.5	1561	93.2	71	4.2	44	2.6	1537	91.8	93	5.6
B. C.	1722	7.8	89	5.2	1530	88.9	103	6.0	72	4.2	1520	88.3	130	7.5
Yukon or NWT.	74	0.3	8	10.8	63	85.1	3	4.1	7	9.5	63	85.1	4	5.4
Resid. not stated	49	0.2	10	20.4	28	57.1	11	22.4	9	18.4	32	65.3	8	16.3
Total	22168	100.0	4480	20.2	16269	73.4	1419	6.4	3855	17.4	16267	73.4	2046	9.2





TABLE 22: EXTENT TO WHICH CIVIL SERVANTS, AND EMPLOYEES IN THOSE PRIVATE INDUSTRIES WITH OFFICES ACROSS CANADA, SHOULD BE REQUIRED TO SPEAK BOTH ENGLISH AND FRENCH

(b) In Ottawa or Industries' Head Offices  
Responses by Province of Residence

Province of Residence of Respondents	Total Response to Survey		(1) Civil Servants						(2) Employees in Industry					
	No. %		YES		NO		NOT STATED (1)		YES		NO		NOT STATED (1)	
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Newfoundland	402	1.8	121	30.1	188	46.8	93	23.2	92	22.9	164	40.8	146	36.3
P. E. I.	216	1.0	55	25.5	119	55.1	42	19.5	35	16.2	104	48.1	77	35.7
Nova Scotia	944	4.3	218	23.1	500	53.0	226	23.9	132	14.0	413	43.8	399	42.3
New Brunswick	1203	5.4	235	19.5	671	55.8	297	24.6	178	14.8	584	48.5	441	36.7
Quebec	5299	23.9	2998	56.6	491	9.3	1810	34.2	2214	41.8	563	10.6	2522	47.6
Ontario	8696	39.2	1833	21.1	5310	61.1	1553	17.9	1074	12.4	4643	53.4	2979	34.3
Manitoba	1051	4.7	168	16.0	690	65.7	193	18.4	102	9.7	642	61.1	307	29.2
Saskatchewan	838	3.8	156	18.6	570	68.0	112	13.3	79	9.4	534	63.7	225	26.9
Alberta	1674	7.6	304	18.2	1078	64.4	292	17.4	156	9.3	1006	60.1	512	30.6
B.C.	1722	7.8	377	21.9	996	57.8	349	20.2	159	9.2	935	54.3	628	36.5
Yukon or NWT.	74	0.3	9	12.2	44	59.5	21	28.4	8	10.8	37	50.0	29	39.2
Resid. not stated	49	0.2	11	22.4	20	40.8	18	36.7	9	18.4	23	46.9	17	34.7
Total	22168	100.0	6485	29.3	10677	48.2	5006	22.5	4238	19.1	9648	43.5	8282	37.4

(1) The "Not Stated" group includes those who answered "yes" or "no" to part (a) of the question but did not answer part (b).



TABLE 23: EXTENT TO WHICH CIVIL SERVANTS, AND EMPLOYEES IN THOSE PRIVATE INDUSTRIES WITH OFFICES ACROSS CANADA, SHOULD BE REQUIRED TO SPEAK BOTH ENGLISH AND FRENCH

(a) In All Parts of Canada

Responses by Sex

Sex of Respondents	Total Response to Survey	(1) Civil Servants			(2) Employees in Industry		
		YES		NOT STATED	YES		NOT STATED
	No. %	No. %	No. %	No. %	No. %	No. %	No. %
Male	15562 70.2	2990 19.2	11662 74.9	910 5.8	2485 16.0	11753 75.5	1324 8.5
Female	6389 28.8	1452 22.7	4454 69.7	483 7.6	1335 20.9	4357 68.2	697 10.9
Sex not stated	217 1.0	38 17.5	153 70.5	26 12.0	35 16.1	157 72.4	25 11.5
Total	22168 100.0	4480 20.2	16269 73.4	1419 6.4	3855 17.4	16267 73.4	2046 9.2

(b) In Ottawa or Industries' Head Offices

Responses by Sex

Sex of Respondents	Total Response to Survey	(1) Civil Servants			(2) Employees in Industry		
		YES		NOT STATED <sup>(1)</sup>	YES		NOT STATED <sup>(1)</sup>
	No. %	No. %	No. %	No. %	No. %	No. %	No. %
Male	15562 70.2	4491 28.9	7814 50.2	3257 20.9	2822 18.1	7079 45.5	5661 36.4
Female	6389 28.8	1952 30.6	2760 43.2	1677 26.2	1383 21.6	2476 38.8	2530 39.6
Sex not stated	217 1.0	42 19.4	103 47.5	72 33.2	33 15.2	93 42.9	91 41.9
Total	22168 100.0	6485 29.3	10677 48.2	5006 22.5	4238 19.1	9648 43.5	8282 37.4

(1) The "Not Stated" group includes those who answered "yes" or "no" to part (a) of the question but did not answer part (b).





TABLE 24: EXTENT TO WHICH CIVIL SERVANTS, AND EMPLOYEES IN THOSE PRIVATE INDUSTRIES WITH OFFICES ACROSS CANADA, SHOULD BE REQUIRED TO SPEAK BOTH ENGLISH AND FRENCH

(a) In All Parts of Canada

Responses by Age

Age of Respondents	Total Response to Survey	(1) Civil Servants			(2) Employees in Industry		
		YES		NOT STATED	YES		NOT STATED
		No.	%		No.	%	
Under 25	1725 7.8	629	36.5	986	57.2	110	6.4
25 - 34	3900 17.6	929	23.8	2730	70.0	241	6.2
35 - 44	6945 31.3	1294	18.6	5220	75.2	431	6.2
45 - 54	6514 29.4	1072	16.5	5031	77.2	411	6.3
55 and over	2938 13.3	535	18.2	2194	74.7	209	7.1
Age not stated	146 0.6	21	14.4	108	74.0	17	11.6
Total	22168 100.0	4480	20.2	16269	73.4	1419	6.4
						3855	17.4
						16267	73.4
						2046	9.2

(b) In Ottawa or Industries' Head Offices

Responses by Age

Age of Respondents	Total Response to Survey	(1) Civil Servants			(2) Employees in Industry		
		YES		NOT STATED (1)	YES		NOT STATED (1)
		No.	%		No.	%	
Under 25	1725 7.8	668	38.7	585	33.9	472	27.3
25 - 34	3900 17.6	1218	31.2	1775	45.5	907	23.3
35 - 44	6945 31.3	1968	28.3	3502	50.4	1475	21.3
45 - 54	6514 29.4	1760	27.0	3358	51.6	1396	21.4
55 and over	2938 13.3	838	28.5	1392	47.4	708	24.1
Age not stated	146 0.6	33	22.6	65	44.5	48	32.8
Total	22168 100.0	6485	29.3	10677	48.2	5006	22.5
						4238	19.1
						9648	43.5
						8282	37.4

(1) The "Not Stated" group includes those who answered "yes" or "no" to part (a) of the question but did not answer part (b)





TABLE 25: EXTENT TO WHICH CIVIL SERVANTS, AND EMPLOYEES IN THOSE PRIVATE INDUSTRIES WITH OFFICES ACROSS CANADA, SHOULD BE REQUIRED TO SPEAK BOTH ENGLISH AND FRENCH

(a) In All Parts of Canada

Responses by Salary

Salary of Respondents	Total Response to Survey		(1) Civil Servants			(2) Employees in Industry		
			YES		NOT STATED	YES		NOT STATED
	No.	%	No.	%		No.	%	
Under \$3000	2173	9.8	612	28.2	1372	63.1	189	8.7
\$3000 - 3999	3530	15.9	880	24.9	2398	67.9	252	7.1
\$4000 - 4999	6555	29.6	1433	21.9	4721	72.0	401	6.1
\$5000 - 5999	4909	22.1	941	19.2	3678	74.9	290	5.9
\$6000 - 6999	2332	10.6	322	13.8	1886	80.9	124	5.3
\$7000 and over	2486	11.2	258	10.4	2086	83.9	142	5.7
Salary not stated	183	0.8	34	18.6	128	69.9	21	11.5
Total	22168	100.0	4480	20.2	16269	73.4	1419	6.4

(b) In Ottawa or Industries' Head Offices

Responses by Salary

Salary of Respondents	Total Response to Survey		(1) Civil Servants			(2) Employees in Industry		
			YES		NOT STATED	YES		NOT STATED
	No.	%	No.	%		No.	%	
Under \$3000	2173	9.8	753	34.7	714	32.9	566	26.0
\$3000 - 3999	3530	15.9	1087	30.8	1436	40.7	818	23.2
\$4000 - 4999	6555	29.6	1978	30.2	3003	45.8	1351	20.6
\$5000 - 5999	4909	22.1	1384	28.2	2526	51.5	853	17.4
\$6000 - 6999	2332	10.6	640	27.4	1332	57.1	341	14.6
\$7000 and over	2486	11.2	609	24.5	1579	63.5	284	11.4
Salary not stated	183	0.8	34	18.6	87	47.5	25	13.7
Total	22168	100.0	6485	29.3	10677	48.2	4238	19.1

(1) The "Not Stated" group includes those who answered "yes" or "no" to part (a) of the question but did not answer part (b).



TABLE 26: EXTENT TO WHICH CIVIL SERVANTS, AND EMPLOYEES IN THOSE PRIVATE INDUSTRIES WITH OFFICES ACROSS CANADA, SHOULD BE REQUIRED TO SPEAK BOTH ENGLISH AND FRENCH

(a) In All Parts of Canada

Responses by Fluency of Language

Fluency of Language of Respondents	Total Response to Survey	(1) Civil Servants			(2) Employees in Industry		
		YES		NOT STATED	YES		NOT STATED
		No.	%		No.	%	
English	14870	660	4.4	13447	90.4	763	5.1
French	512	302	59.0	166	32.4	44	8.6
Other	15	3	20.0	11	73.3	1	6.7
English & French	5233	3265	62.4	1477	28.2	491	9.4
English & Other	844	51	6.0	744	88.2	49	5.8
French & Other	9	6	66.7	3	33.3	-	-
English, Fr. & Oth.	279	134	48.0	122	43.7	23	8.2
Lang. not stated	406	59	14.5	299	73.6	48	11.8
Total	22168	4480	20.2	16269	73.4	1419	6.4
						3855	17.4
						16267	73.4
						2046	9.2

(b) In Ottawa or Industries' Head Offices

Responses by Fluency of Language

Fluency of Language of Respondents	Total Response to Survey	(1) Civil Servants			(2) Employees in Industry		
		YES		NOT STATED	YES		NOT STATED
		No.	%		No.	%	
English	14870	2724	18.3	9542	64.2	2604	17.6
French	512	297	58.0	25	4.9	190	37.1
Other	15	3	20.0	5	33.3	7	46.7
English & French	5233	3026	57.8	386	7.4	1821	34.8
English & Other	844	208	24.6	494	58.5	142	16.8
French & Other	9	6	66.7	-	-	3	33.3
Engl.,Fr. & Oth.	279	137	49.1	51	18.3	91	32.6
Lang. not stated	406	84	20.7	174	42.9	148	36.4
Total	22168	6485	29.3	10677	48.2	5006	22.5
						4238	19.1
						9648	43.5
						8282	37.4

(1) The "Not Stated" group includes those who answered "yes" or "no" to part (a) of the question but did not answer part (b).





TABLE 27: EXTENT TO WHICH CIVIL SERVANTS, AND EMPLOYEES IN THOSE PRIVATE INDUSTRIES WITH OFFICES ACROSS CANADA, SHOULD BE REQUIRED TO SPEAK BOTH ENGLISH AND FRENCH

(a) In All Parts of Canada  
Responses by Language Spoken in the Home

Language Spoken in Home of Respondents	Total Response to Survey	(1) Civil Servants			(2) Employees in Industry		
		YES	NO	NOT STATED	YES	NO	NOT STATED
	No. %	No. %	No. %	No. %	No. %	No. %	No. %
English	15078 68.0	678 4.5	13620 90.3	780 5.2	607 4.0	13356 88.6	1115 7.4
French	4102 18.5	2814 68.6	959 23.4	329 8.0	2435 59.4	1137 27.7	530 12.9
Other	163 0.7	20 12.3	136 83.4	7 4.3	15 9.2	135 82.8	13 8.0
English & French	1698 7.7	856 50.4	633 37.3	209 12.3	702 41.3	708 41.7	288 17.0
English & Other	902 4.1	67 7.4	780 86.5	55 6.1	55 6.1	782 86.7	65 7.2
French & Other	6 -	2 33.3	4 66.7	- -	3 50.0	2 33.3	1 16.7
Engl., Fr. & Oth.	83 0.4	29 34.9	44 53.0	10 12.0	21 25.3	49 59.0	13 15.7
Lang. not stated	136 0.6	14 10.3	93 68.4	29 21.3	17 12.5	98 72.1	21 15.4
Total	22168 100.0	4480 20.2	16269 73.4	1419 6.4	3855 17.4	16267 73.4	2046 9.2

(b) In Ottawa or Industries' Head Offices  
Responses by Language Spoken in the Home

Language Spoken in Home of Respondents	Total Response to Survey	(1) Civil Servants			(2) Employees in Industry		
		YES	NO	NOT STATED	YES	NO	NOT STATED
	No. %	No. %	No. %	No. %	No. %	No. %	No. %
English	15078 68.0	2803 18.6	9625 63.8	2650 17.6	1503 10.0	8578 56.9	4997 33.1
French	4102 18.5	2490 60.7	1116 2.8	1496 36.5	1915 46.7	192 4.7	1995 48.6
Other	163 0.7	43 26.4	74 45.4	46 28.2	30 18.4	71 43.6	62 38.1
English & French	1698 7.7	843 49.6	273 16.1	582 34.3	616 36.3	241 14.2	841 49.5
English & Other	902 4.1	235 26.1	509 56.4	158 17.5	123 13.6	488 54.1	291 32.2
French & Other	6 -	5 83.3	- -	1 16.7	4 66.7	- -	2 33.3
Engl., Fr. & Oth.	83 0.4	34 41.0	29 34.9	20 24.1	28 33.7	26 31.3	29 35.0
Lang. not stated	136 0.6	32 23.5	51 37.5	53 38.9	19 14.0	52 38.2	65 47.8
Total	22168 100.0	6485 29.3	10677 48.2	5006 22.5	4238 19.1	9648 43.5	8282 37.4

(1) The "Not Stated" group includes those who answered "yes" or "no" to part (a) of the question but did not answer part (b).





TABLE 28: EXTENT TO WHICH CIVIL SERVANTS, AND EMPLOYEES IN THOSE PRIVATE INDUSTRIES WITH OFFICES ACROSS CANADA, SHOULD BE REQUIRED TO SPEAK BOTH ENGLISH AND FRENCH

(a) In All Parts of Canada

Responses by Level of Education

Level of Education of Respondents	Total Response to Survey		(1) Civil Servants				(2) Employees in Industry			
			YES		NO		YES		NO	
	No.	%	No.	%	No.	%	No.	%	No.	%
Att. Elem. School	508	2.3	170	33.5	289	56.9	173	34.1	283	55.7
Compl.Elem.School	1183	5.3	337	28.5	778	65.8	343	29.0	726	61.4
Att.Sec. School	5937	26.8	1042	17.6	4513	76.0	920	15.5	4467	75.2
Compl.Sec.School	9906	44.7	2018	20.4	7287	73.6	1709	17.3	7315	73.8
Univ. Credits	2691	12.1	547	20.3	1969	73.2	434	16.1	2000	74.3
University Degree	1688	7.6	310	18.4	1274	75.5	218	12.9	1311	77.7
Educ. not stated	255	1.2	56	22.0	159	62.4	58	22.7	165	64.7
Total	22168	100.0	4480	20.2	16269	73.4	3855	17.4	16267	73.4

(b) In Ottawa or Industries' Head Offices

Responses by Level of Education

Level of Education of Respondents	Total Response to Survey		(1) Civil Servants				(2) Employees in Industry			
			YES		NO		YES		NO	
	No.	%	No.	%	No.	%	No.	%	No.	%
Att. Elem. School	508	2.3	137	27.0	129	25.4	135	26.6	125	24.6
Compl.Elem.School	1183	5.3	386	32.6	386	32.6	303	25.6	358	30.3
Att. Sec. School	5937	26.8	1637	27.6	2856	48.1	1122	18.9	2573	43.3
Compl.Sec.School	9906	44.7	2917	29.4	4936	49.8	1869	18.9	4488	45.3
Univ. Credits	2691	12.1	815	30.3	1382	51.4	474	17.6	1216	45.2
University Degree	1688	7.6	531	31.5	899	53.3	287	17.0	798	47.3
Educ. not stated	255	1.2	62	24.3	89	34.9	48	18.8	90	35.3
Total	22168	100.0	6485	29.3	10677	48.2	4238	19.1	9648	43.5

(1) The "Not Stated" group includes those who answered "yes" or "no" to part (a) of the question but did not answer part (b).



TABLE 29: EXTENT TO WHICH EMPLOYEES SHOULD BE REQUIRED TO SPEAK BOTH ENGLISH AND FRENCH OUTSIDE OTTAWA  
IN AREAS WHERE THE MINORITY LANGUAGE IS SPOKEN BY THE FOLLOWING PERCENTAGE OF THE PUBLIC SERVED

(a) Civil Servants

Responses by Province of Residence

Province of Residence of Respondents	Total Response to Survey	Should be Required to Speak English										Should be Required to Speak French																		
		Percentage of Public Served up to:										(1)																		
		Not Stated										No Require- ment																		
		20%					30%					40%					50%					Total								
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Newfoundland	402	1.8	62	15.4	28	7.0	30	7.5	93	23.1	213	52.9	95	23.7	94	23.4	28	7.0	26	6.5	29	7.2	94	23.4	177	44.0	127	31.6	98	24.4
P. E. I.	216	1.0	31	14.4	14	6.5	23	10.6	60	27.8	128	59.3	45	20.8	43	19.9	14	6.5	12	5.6	24	11.1	70	32.4	120	55.5	53	24.6	43	19.9
Nova Scotia	944	4.3	138	14.6	44	4.7	95	10.1	235	24.9	512	54.3	258	27.3	174	18.4	77	8.2	46	4.9	98	10.4	233	24.7	454	48.1	307	32.5	183	19.4
New Brunswick	1203	5.4	172	14.3	50	4.2	75	6.2	238	19.8	535	44.5	366	30.4	302	25.1	95	7.9	49	4.1	83	6.9	260	21.6	487	40.6	422	35.0	294	24.4
Quebec	5299	23.9	1209	22.8	428	8.1	378	7.1	1157	21.8	3172	59.9	1883	35.5	244	4.6	1139	21.5	429	8.1	399	7.5	1212	22.9	3179	60.1	1870	35.2	250	4.7
Ontario	8696	39.2	1111	12.8	457	5.3	595	6.8	1910	22.0	4073	46.9	2567	29.5	2056	23.6	563	6.5	473	5.4	684	7.9	2007	23.1	3727	42.9	2914	33.5	2055	23.6
Manitoba	1051	4.7	152	14.5	39	3.7	66	6.3	205	19.5	462	43.9	274	26.1	315	30.0	48	4.6	42	4.0	77	7.3	223	21.2	390	37.1	327	31.1	334	31.8
Saskatchewan	838	3.8	144	17.2	31	3.7	49	5.8	189	22.6	413	49.3	167	19.9	258	30.8	46	5.5	29	3.5	65	7.8	218	26.0	358	42.7	221	26.4	259	30.9
Alberta	1674	7.6	246	14.7	60	3.6	94	5.6	319	19.1	719	42.9	467	27.9	488	29.2	80	4.8	57	3.4	113	6.8	362	21.6	612	36.5	560	33.5	502	30.0
B. C.	1722	7.8	242	14.1	90	5.2	138	8.0	353	20.5	823	47.8	466	27.1	433	25.1	115	6.7	96	5.6	166	9.6	373	21.7	750	43.6	528	30.6	444	25.8
Yukon or NWT.	74	0.3	7	9.5	5	6.8	5	6.8	16	21.6	33	44.5	24	32.5	17	23.0	4	5.4	2	2.7	5	6.8	18	24.3	29	39.2	27	36.5	18	24.3
Resid. not stated	49	0.2	2	4.1	-	-	5	10.2	6	12.2	13	26.5	23	47.0	13	26.5	-	-	1	2.0	3	6.1	7	14.3	11	22.4	24	49.0	14	28.6
Total	22168	100.0	3516	15.9	1246	5.6	1553	7.0	4781	21.6	11096	50.1	6635	29.9	4437	20.0	2209	10.0	1262	5.7	1746	7.9	5077	22.9	10294	46.4	7380	33.3	4494	20.3

(1) The "Not Stated" group includes those who answered "yes" or "no" to the first part of the question "Should civil servants and employees in industry be required to speak both English and French in all parts of Canada".





TABLE 30: EXTENT TO WHICH EMPLOYEES SHOULD BE REQUIRED TO SPEAK BOTH ENGLISH AND FRENCH OUTSIDE OTTAWA  
IN AREAS WHERE THE MINORITY LANGUAGE IS SPOKEN BY THE FOLLOWING PERCENTAGE OF THE PUBLIC SERVED

(a) Civil Servants

Responses by Sex

Sex of Respondents	Total Response to Survey	Should be Required to Speak English										Should be Required to Speak French																		
		Percentage of Public Served up to:										Percentage of Public Served up to:																		
		20%		30%		40%		50%		Total		(1) Not Stated		No Requirement		20%		30%		40%		50%		Total		(1) Not Stated		No Requirement		
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Male	15562	70.2	2635	16.9	1020	6.6	1125	7.2	3301	21.2	8081	51.9	4244	27.3	3237	20.8	1678	10.8	1017	6.5	1242	8.0	3527	22.7	7464	48.0	4769	30.6	3329	21.4
Female	6389	28.8	852	13.3	221	3.5	414	6.5	1435	22.5	2922	45.7	2313	36.2	1154	18.1	518	8.1	236	3.7	490	7.7	1501	23.5	2745	43.0	2523	39.5	1121	17.2
Sex not stated	217	1.0	29	13.4	5	2.3	14	6.5	45	20.7	93	42.9	78	36.0	46	21.2	13	6.0	9	4.1	14	6.5	49	22.6	85	39.2	88	40.6	44	20.3
Total	22168	100.0	3716	15.8	1246	5.6	1553	7.0	4781	21.6	11096	50.1	6635	29.9	4437	20.0	2209	10.0	1262	5.7	1746	7.9	5077	22.9	10294	46.4	7388	33.3	4494	20.3

(b) Employees in Industries

Male	15562	70.2	2346	15.1	973	6.3	1104	7.1	3138	20.2	7561	48.6	4583	29.4	3418	22.0	1459	9.4	962	6.2	1201	7.7	3338	21.4	6960	44.7	5058	32.5	3552	22.8
Female	6389	28.8	790	12.4	219	3.4	402	6.3	1384	21.7	2795	43.8	2417	37.8	1177	18.4	456	7.1	230	3.6	467	7.3	1458	22.8	2611	40.9	2628	41.1	1150	18.0
Sex not stated	217	1.0	28	12.9	8	3.7	7	3.2	43	19.8	86	39.6	80	36.8	51	23.5	12	5.5	7	3.2	10	4.6	46	21.2	75	34.5	88	40.6	54	24.9
Total	22168	100.0	3164	14.3	1200	5.4	1513	6.8	4565	20.6	10442	47.1	7080	31.9	4646	21.0	1927	8.7	1199	5.4	1678	7.6	4842	21.8	8646	43.5	7766	35.0	4756	21.5

(1)

The "Not Stated" group includes those who answered "yes" or "no" to the first part of the question "Should civil servants or employees in industry be required to speak both English and French in all parts of Canada".





TABLE 31: EXTENT TO WHICH EMPLOYEES SHOULD BE REQUIRED TO SPEAK BOTH ENGLISH AND FRENCH OUTSIDE OTTAWA  
IN AREAS WHERE THE MINORITY LANGUAGE IS SPOKEN BY THE FOLLOWING PERCENTAGE OF THE PUBLIC SERVED

(a) Civil Servants

Responses by Age

Age of Respondents	Total Response to Survey	Should be Required to Speak English										Should be Required to Speak French																		
		Percentage of Public Served up to:					(1) Not Stated	No Require- ment	Percentage of Public Served up to:					(1) Not Stated	No Require- ment															
		20%		30%		40%			50%		Total																			
		No.	%	No.	%	No.			%	No.	%	No.	%			No.	%													
Under 25	1725	7.8	298	17.3	85	4.9	137	7.9	436	25.3	956	55.4	530	30.7	239	13.9	219	12.7	91	5.3	157	9.1	447	25.9	914	53.0	559	32.4	252	14.6
25 - 34	3900	17.6	719	18.4	276	7.1	287	7.4	759	19.5	2041	52.3	1131	29.0	728	18.7	459	11.8	281	7.2	318	8.2	832	21.3	1890	48.5	1209	31.0	801	20.5
35 - 44	6945	31.3	1120	16.1	399	5.7	485	7.0	1437	20.7	3441	49.5	2047	29.5	1457	21.0	696	10.0	391	5.6	544	7.8	1540	22.2	3171	45.7	2242	32.2	1532	22.1
45 - 54	6514	29.4	987	15.2	339	5.2	446	6.8	1465	22.5	3237	49.7	1885	28.9	1392	21.4	591	9.1	343	5.3	511	7.8	1546	23.7	2991	45.9	2156	33.1	1367	21.0
55 and over	2938	13.3	378	12.9	144	4.9	192	6.5	661	22.5	1375	46.8	973	33.1	590	20.1	240	8.2	151	5.1	211	7.2	686	23.3	1288	43.9	1135	38.6	515	17.5
Age not stated	146	0.6	14	9.6	3	2.1	6	4.1	23	15.8	46	31.6	69	47.2	31	21.2	4	2.7	5	3.4	5	3.4	26	17.8	40	27.3	79	54.1	27	18.5
Total	22168	100.0	3516	15.9	1246	5.6	1553	7.0	4781	21.6	11096	50.1	6635	29.9	4437	20.0	2209	10.0	1262	5.7	1746	7.9	5077	22.9	10294	46.4	7380	33.3	4494	20.3

(b) Employees in Industries

Under 25	1725	7.8	264 15.3	97 5.6	139 8.1	430 24.9	930 53.9	538 31.2	257 14.9	194 11.2	90 5.2	157 9.1	442 25.6	883 51.2	571 33.1	271 15.7
25 - 34	3900	17.6	621 15.9	262 6.7	317 8.1	727 18.6	1927 49.4	1166 29.9	807 20.7	392 10.1	274 7.0	335 8.6	790 20.3	1791 46.0	1243 31.8	866 22.2
35 - 44	6945	31.3	992 14.3	379 5.5	453 6.5	1342 19.3	3166 45.6	2224 32.0	1555 22.4	594 8.6	365 5.3	501 7.2	1447 20.8	2907 41.9	2399 34.5	1639 23.6
45 - 54	6514	29.4	920 14.1	327 5.0	419 6.4	1389 21.3	3055 46.9	2054 31.5	1405 21.6	545 8.4	337 5.2	487 7.5	1466 22.5	2835 43.6	2297 35.2	1382 21.2
55 and over	2938	13.3	353 12.0	130 4.4	180 6.1	657 22.4	1320 44.9	1031 35.0	587 20.0	198 6.7	126 4.3	193 6.6	675 23.0	1192 40.5	1182 40.3	564 19.2
Age not stated	146	0.6	14 9.6	5 3.4	5 3.4	20 13.7	44 30.1	67 45.9	35 24.0	4 2.7	7 4.8	5 3.4	22 15.1	38 26.0	74 50.6	34 23.3
Total	22168	100.0	3164 14.3	1200 5.4	1513 6.8	4565 20.6	10442 47.1	7080 31.9	4646 21.0	1927 8.7	1199 5.4	1678 7.6	4842 21.8	9646 43.5	7766 35.0	4756 21.5

(1)

The "Not Stated" group includes those who answered "yes" or "no" to the first part of the question "Should civil servants and employees in industries be required to speak both English and French in all parts of Canada".



TABLE 32: EXTENT TO WHICH EMPLOYEES SHOULD BE REQUIRED TO SPEAK BOTH ENGLISH AND FRENCH OUTSIDE OTTAWA  
IN AREAS WHERE THE MINORITY LANGUAGE IS SPOKEN BY THE FOLLOWING PERCENTAGE OF THE PUBLIC SERVED

(a) Civil Servants

Responses by Salary

Salary of Respondents	Total Response to Survey	Should be Required to Speak English										Should be Required to Speak French									
		Percentage of Public Served up to:										(1) Not Stated									
		20%		30%		40%		50%		Total		20%		30%		40%		50%		Total	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Under \$3000	2173 9.8	266	12.2	75	3.5	145	6.7	523	24.1	1009	46.5	809	37.2	355	16.3	187	8.6	85	3.9	162	7.5
\$3000 - 3999	3530 15.9	444	12.6	121	3.4	213	6.0	808	22.9	1586	44.9	1312	37.2	632	17.9	274	7.8	125	3.5	238	6.7
\$4000 - 4999	6555 29.6	984	15.0	317	4.8	434	6.6	1446	22.1	3181	48.6	2113	32.2	1261	19.2	640	9.8	315	4.8	490	7.5
\$5000 - 5999	4909 22.1	893	18.2	307	6.3	348	7.1	1024	20.9	2572	52.4	1310	26.7	1027	20.9	546	11.1	311	6.3	384	7.8
\$6000 - 6999	2332 10.6	427	18.3	185	7.9	186	8.0	485	20.8	1283	55.1	510	21.8	539	23.1	262	11.2	181	7.8	215	9.2
\$7000 and over	2486 11.2	478	19.2	234	9.4	217	8.7	471	18.9	1400	56.3	501	20.2	585	23.5	284	11.4	236	9.5	246	9.9
Sal. not stated	183 0.8	24	13.1	7	3.8	10	5.5	24	13.1	65	35.5	80	43.7	38	20.8	16	8.7	9	4.9	11	6.0
Total	22168 100.0	3516	15.9	1246	5.6	1553	7.0	4781	21.6	11096	50.1	6635	29.9	4437	20.0	2209	10.0	1262	5.7	1746	7.9

(b) Employees in Industries

Under \$3000	2173 9.8	233	10.7	76	3.5	133	6.1	496	22.8	938	43.2	870	40.0	365	16.8	159	7.3	73	3.4	148	6.8
\$3000 - 3999	3530 15.9	390	11.0	122	3.5	220	6.2	779	22.1	1511	42.8	1393	39.5	626	17.7	239	6.8	126	3.6	227	6.4
\$4000 - 4999	6555 29.6	893	13.6	317	4.8	429	6.5	1377	21.0	3016	46.1	2225	33.9	1314	20.0	559	8.5	320	4.9	476	7.3
\$5000 - 5999	4909 22.1	817	16.6	317	6.5	327	6.7	999	20.4	2460	50.1	1394	28.4	1055	21.5	498	10.1	319	6.5	363	7.4
\$6000 - 6999	2332 10.6	394	16.9	156	6.7	182	7.8	454	19.5	1186	50.9	560	24.0	586	25.1	233	10.0	152	6.5	210	9.0
\$7000 and over	2486 11.2	416	16.7	204	8.2	211	8.5	437	17.6	1268	51.0	559	22.5	659	26.5	229	9.2	199	8.0	241	9.7
Sal. not stated	183 0.8	21	11.5	8	4.4	11	6.0	23	12.6	63	34.5	79	43.2	41	22.4	10	5.5	10	5.5	13	7.1
Total	22168 100.0	3164	14.3	1200	5.4	1513	6.8	4565	20.6	10442	47.1	7080	31.9	4646	21.0	1927	8.7	1199	5.4	1678	7.6

The "Not Stated" group includes those who answered "yes" or "no" to the first part of the question "Should civil servants and employees in industry be required to speak both English and French in all parts of Canada".





TABLE 33: EXTENT TO WHICH EMPLOYEES SHOULD BE REQUIRED TO SPEAK BOTH ENGLISH AND FRENCH OUTSIDE OTTAWA  
IN AREAS WHERE THE MINORITY LANGUAGE IS SPOKEN BY THE FOLLOWING PERCENTAGE OF THE PUBLIC SERVED

(a) Civil Servants

Responses by Fluency of Language

Fluency of language of Respondents	Total Response to Survey	Should be Required to Speak English										Should be Required to Speak French																		
		Percentage of Public Served up to:										(1) Not Stated	No Require-ment	Percentage of Public Served up to:										(1) Not Stated	No Require-ment					
		20%		30%		40%		50%		Total				20%		30%		40%		50%		Total								
		No.	%	No.	%	No.	%	No.	%	No.	%			No.	%	No.	%	No.	%	No.	%	No.	%			No.	%			
English	14870	67.1	2037	13.7	687	4.6	1020	6.9	3146	21.2	6890	46.3	4072	27.4	3908	26.3	864	5.8	692	4.7	1182	7.9	3379	22.7	6117	41.2	4780	32.1	3973	26.7
French	512	2.3	80	15.6	35	6.8	45	8.8	129	25.2	289	56.4	197	38.5	26	5.1	78	15.2	28	5.5	46	9.0	145	28.3	297	58.0	189	36.9	26	5.1
Other	15	0.1	1	6.7	-	-	1	6.7	4	26.7	6	40.1	7	46.6	2	13.3	-	-	-	-	1	6.7	5	33.3	6	40.1	7	46.6	2	13.3
English & French	5233	23.6	1159	22.1	451	8.6	384	7.3	1154	22.1	3148	60.2	1884	36.0	201	3.8	1135	21.7	462	8.8	397	7.6	1174	22.4	3168	60.5	1856	35.5	209	4.0
English & Other	844	3.8	142	16.8	39	4.6	54	6.4	215	25.5	450	53.3	212	25.1	182	21.6	53	6.3	47	5.6	64	7.6	239	28.3	403	47.8	247	29.2	194	23.0
French & Other	9	-	-	-	1	11.1	1	11.1	2	22.2	4	44.5	5	55.5	-	-	-	-	1	11.1	2	22.2	3	33.3	6	66.7	3	33.3	-	-
Engl., Fr. & Oth.	279	1.3	56	20.1	18	6.5	20	7.2	59	21.1	153	54.9	93	33.3	33	11.8	53	19.0	21	7.5	20	7.2	63	22.6	157	56.2	92	33.0	30	10.8
Lang. not stated	406	1.8	41	10.1	15	3.7	28	6.9	72	17.7	156	38.4	165	40.6	85	20.9	26	6.4	11	2.7	34	8.4	69	17.0	140	34.5	206	50.8	60	14.8
Total	22168	100.0	3516	15.9	1246	5.6	1553	7.0	4781	21.6	11096	50.1	6635	29.9	4437	20.0	2209	10.0	1262	5.7	1746	7.9	5077	22.9	10294	46.4	7380	33.3	4494	20.3

(b) Employees in Industries

English	14870	67.1	1833	12.3	608	4.1	893	6.0	2972	20.0	6306	42.5	4501	30.2	4063	27.3	700	4.7	611	4.1	1050	7.1	3188	21.4	5549	37.3	5135	34.5	4186	28.2
French	512	2.3	78	15.2	37	7.2	52	10.2	121	23.6	288	56.2	200	39.1	24	4.7	80	15.6	31	6.1	49	9.6	131	25.6	291	56.8	199	38.9	22	4.3
Other	15	0.1	-	-	-	-	1	6.7	5	33.3	6	40.0	6	40.0	3	20.0	1	6.7	-	-	1	6.7	4	26.7	6	40.0	6	40.0	3	20.0
English & French	5233	23.6	1044	20.0	489	9.3	465	8.9	1144	21.9	3142	60.1	1859	35.5	232	4.4	1034	19.8	488	9.3	462	8.8	1163	22.2	3147	60.2	1859	35.5	227	4.3
English & Other	844	3.8	128	15.2	35	4.1	49	5.8	189	22.4	401	47.5	237	28.1	206	24.4	48	5.7	34	4.0	58	6.9	225	26.7	365	43.3	267	31.6	212	25.1
French & Other	9	-	1	11.1	1	11.1	1	11.1	3	33.3	6	66.7	3	33.3	-	-	1	11.1	1	11.1	1	11.1	3	33.3	6	66.7	3	33.3	-	-
Engl., Fr. & Oth.	279	1.3	45	16.1	19	6.8	25	9.0	65	23.3	154	55.2	90	32.3	35	12.5	38	13.6	23	8.2	25	9.0	67	24.0	153	54.8	92	33.0	34	12.2
Lang. not stated	406	1.8	35	8.6	11	2.7	27	6.7	66	16.3	139	34.3	184	45.3	83	20.4	25	6.2	11	2.7	32	7.9	61	15.0	129	31.8	205	50.5	72	17.7
Total	22168	100.0	3164	14.3	1200	5.4	1513	6.8	4565	20.6	10442	47.1	7080	31.9	4646	21.0	1927	8.7	1199	5.4	1678	7.6	4842	21.8	9646	43.5	7766	35.0	4756	21.5

(1)

The "Not Stated" group includes those who answered "yes" or "no" to the first part of the question "Should civil servants and employees in industry be required to speak both English and French in all parts of Canada".





TABLE 34: EXTENT TO WHICH EMPLOYEES SHOULD BE REQUIRED TO SPEAK BOTH ENGLISH AND FRENCH OUTSIDE OTTAWA  
IN AREAS WHERE THE MINORITY LANGUAGE IS SPOKEN BY THE FOLLOWING PERCENTAGE OF THE PUBLIC SERVED

(a) Civil Servants

Responses by Language Spoken in the Home

Language Spoken in Home of Respondents	Total Response to Survey	Should be Required to Speak English										Should be Required to Speak French																		
		Percentage of Public Served up to:										No Require- ment	(1) Not Stated	Percentage of Public Served up to:										(1) Not Stated	No Require- ment					
		20%		30%		40%		50%		Total				20%		30%		40%		50%		Total								
		No.	%	No.	%	No.	%	No.	%	No.	%			No.	%	No.	%	No.	%	No.	%	No.	%			No.	%			
English	15078	68.0	2080	13.8	706	4.7	1022	6.8	3187	21.1	6995	46.4	4130	27.4	3953	26.2	900	6.0	715	4.7	1187	7.9	3433	22.8	6235	41.4	4865	32.2	3978	26.4
French	4102	18.5	932	22.7	331	8.1	285	6.9	863	21.0	2411	58.7	1582	38.6	109	2.7	934	22.8	330	8.0	289	7.0	907	22.1	2460	60.0	1530	37.3	112	2.7
Other	163	0.7	26	16.0	8	4.9	9	5.5	31	19.0	74	45.4	50	30.7	39	23.9	13	8.0	8	4.9	12	7.4	28	17.2	61	37.5	62	38.0	40	24.5
English & French	1698	7.7	305	18.0	155	9.1	151	8.9	444	26.1	1055	62.1	537	31.7	106	6.2	287	16.9	157	9.2	162	9.5	436	25.7	1042	61.3	548	32.3	108	6.4
English & Other	902	4.1	149	16.5	37	4.1	68	7.5	207	22.9	461	51.1	247	27.4	194	21.5	57	6.3	44	4.9	76	8.4	229	25.4	406	45.0	277	30.7	219	24.3
French & Other	6	-	-	-	-	-	-	-	5	83.3	5	83.3	1	16.7	-	-	-	-	-	-	-	-	4	66.7	4	66.7	1	16.7	1	16.7
Engl., Fr. & Oth.	83	0.4	10	12.0	7	8.4	5	6.0	17	20.5	39	46.9	32	38.6	12	14.5	11	13.3	7	8.4	5	6.0	15	18.1	38	45.7	31	37.4	14	16.9
Lang. not stated	136	0.6	14	10.3	2	1.5	13	9.6	27	19.9	56	41.3	56	41.1	24	17.6	7	5.1	1	0.7	15	11.0	25	18.4	48	35.2	66	48.5	22	16.2
Total	22168	100.0	3516	15.9	1246	5.6	1553	7.0	4781	21.6	11096	50.1	6635	29.9	4437	20.0	2209	10.0	1262	5.7	1746	7.9	5077	22.9	10294	46.4	7380	33.3	4444	20.3

(b) Employees in Industries

English	15078	68.0	1859	12.3	628	4.2	907	6.0	2997	19.9	6391	42.4	4565	30.3	4122	27.3	742	4.9	628	4.2	1065	7.1	3232	21.4	5667	37.6	5204	34.5	4207	27.9
French	4102	18.5	852	20.8	368	9.0	355	8.7	855	20.8	2430	59.2	1549	37.8	123	3.0	861	21.0	368	9.0	333	8.1	890	21.7	2452	59.7	1528	37.3	122	3.0
Other	163	0.7	20	12.3	8	4.9	7	4.3	28	17.2	63	38.7	60	36.8	40	24.5	11	6.7	8	4.9	9	5.5	26	16.0	54	33.1	72	44.2	37	22.7
English & French	1698	7.7	275	16.2	156	9.2	166	9.8	440	25.9	1037	61.1	555	32.7	106	6.2	250	14.7	153	9.0	176	10.4	429	25.3	1008	59.4	574	33.8	116	6.8
English & Other	902	4.1	137	15.2	29	3.2	62	6.9	197	21.8	425	47.1	263	29.2	214	23.7	51	5.7	31	3.4	75	8.3	222	24.6	379	42.0	290	32.2	233	25.8
French & Other	6	-	-	-	-	-	-	-	5	83.3	5	83.3	1	16.7	-	-	-	-	-	-	-	-	5	83.3	5	83.3	1	16.7	-	-
Engl., Fr. & Other	83	0.4	6	7.2	8	9.6	5	6.0	18	21.7	37	44.5	33	39.8	13	15.7	6	7.2	8	9.6	6	7.2	14	16.9	34	40.9	36	43.4	13	15.7
Lang. not stated	136	0.6	15	11.0	3	2.2	11	8.1	25	18.4	54	39.7	54	39.7	28	20.6	6	4.4	3	2.2	14	10.3	24	17.6	47	34.5	61	44.9	28	20.6
Total	22168	100.0	3164	14.3	1200	5.4	1513	6.8	4565	20.6	10442	47.1	7080	31.9	4646	21.0	1927	8.7	1199	5.4	1678	7.6	4842	21.8	9646	43.5	7766	35.0	4756	21.5

(1)

The "Not Stated" group includes those who answered "yes" or "no" to the first part of the question "Should civil servants and employees in industry be required to speak both English and French in all parts of Canada".









TABLE 36: EMPLOYER INCENTIVES TOWARD BILINGUALISM

## (b) Private Industries

## Responses by Province of Residence

Province of Residence of Respondents	Total Response to Survey		Training Classes in Working Hours				Training Classes Outside Working Hours				An Allowance to Employees Who Reach Proficiency in Both English and French			
	No.	%	YES No.	%	NO No.	%	NOT STAT. No.	%	YES No.	%	NO No.	%	NOT STAT. No.	%
Newfoundland	402	1.8	121	30.1	219	54.5	62	15.4	95	23.6	194	48.3	113	28.1
P. E. I.	216	1.0	58	26.9	126	58.3	32	14.8	69	31.9	99	45.8	48	22.2
Nova Scotia	944	4.3	281	29.8	490	51.9	173	18.3	238	25.2	448	47.5	258	27.3
New Brunswick	1203	5.4	355	29.5	631	52.5	217	18.0	310	25.8	563	46.8	330	27.4
Quebec	5299	23.9	2825	53.3	972	18.3	1502	28.3	2526	47.7	821	15.5	1952	36.8
Ontario	8696	39.2	2561	29.5	4781	55.0	1354	15.6	1930	22.2	4562	52.5	2204	25.3
Manitoba	1051	4.7	226	21.5	707	67.3	118	11.2	220	20.9	654	62.2	177	16.8
Saskatchewan	838	3.8	174	20.8	585	69.8	79	9.4	153	18.3	565	67.4	120	14.3
Alberta	1674	7.6	303	18.1	1178	70.4	193	11.5	294	17.6	1075	64.2	305	18.2
B. C.	1722	7.8	410	23.8	1069	62.1	243	14.1	323	18.8	1001	58.1	398	23.1
Yukon or NWT.	74	0.3	23	31.1	39	52.7	12	16.2	18	24.3	34	45.9	22	29.7
Res. not stated	49	0.2	18	36.7	22	44.9	9	18.4	11	22.4	20	40.8	18	36.7
Total	22168	100.0	7355	33.3	10819	48.8	3994	18.0	6187	27.9	10036	45.3	5945	26.8
									8795	39.7	10204	46.0	3169	14.3





TABLE 37: EMPLOYER INCENTIVES TOWARD BILINGUALISM

(a) Federal Government

Responses by Sex

Sex of respondents	Total Response to Survey No. %	Training Classes in Working Hours				Training Classes Outside Working Hours				An Allowance to Employees Who Reach Proficiency in Both English and French			
		YES		NO		YES		NO		YES		NO	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Male	15562 70.2	6124	39.4	7196	46.2	2242	14.4	4666	30.0	6953	44.7	3943	25.3
Female	6389 28.8	2649	41.5	2639	41.3	1101	17.2	1781	27.9	2638	41.3	1970	30.8
Sex not stated	217 1.0	74	34.1	114	52.5	29	13.4	47	21.7	95	43.8	75	34.6
Total	22168 100.0	8847	39.9	9949	44.9	3372	15.2	6494	29.3	9686	43.7	5988	27.0
										9119	41.1	9606	43.3
												3443	15.5

(b) Private Industries

Male	15562 70.2	5061	32.5	7832	50.3	2669	17.2	4466	28.7	7231	46.5	3865	24.8	6260	40.2	7375	47.4	1927	12.4
Female	6389 28.8	2234	35.0	2867	44.9	1288	20.2	1675	26.2	2698	42.2	2016	31.6	2471	38.7	2712	42.4	1206	18.9
Sex not stated	217 1.0	60	27.6	120	55.3	37	17.1	46	21.2	107	49.3	64	29.5	64	29.5	117	53.9	36	15.5
Total	22168 100.0	7355	33.2	10819	48.8	3994	18.0	6187	27.9	10036	45.3	5945	26.8	8795	39.7	10204	46.0	3169	14.3



TABLE 39: EMPLOYER INCENTIVES TOWARD BILINGUALISM

(a) Federal Government

Responses by Salary

Salary of Respondents	Total Response to Survey	Training Classes in Working Hours			Training Classes Outside Working Hours			An Allowance to Employees Who Reach Proficiency in Both English and French		
		YES		NOT STAT.	YES		NOT STAT.	YES		NOT STAT.
		No.	%		No.	%		No.	%	
Under \$3000	2173 9.8	980 45.1	820 37.7	373 17.2	559 25.7	850 39.1	764 35.2	946 43.5	698 32.1	529 24.3
\$3000 - 3999	3530 15.9	1475 41.8	1465 41.5	590 16.7	946 26.8	1445 40.9	1139 32.3	1398 39.6	1369 38.8	763 21.6
\$4000 - 4999	6555 29.6	2642 40.3	2898 44.2	1015 15.5	1870 28.5	2804 42.8	1881 28.7	2769 42.2	2702 41.2	1084 16.5
\$5000 - 5999	4909 22.1	1891 38.5	2276 46.4	742 15.1	1384 28.2	2276 46.4	1249 25.4	2094 42.7	2230 45.4	585 11.9
\$6000 - 6999	2332 10.5	868 37.2	1166 50.0	298 12.8	743 31.9	1109 47.6	480 20.6	961 41.2	1149 49.3	222 9.5
\$7000 and over	2486 11.2	936 37.7	1231 49.5	319 12.8	955 38.4	1115 44.9	416 16.7	894 36.0	1374 55.3	218 8.8
Salary not stated	183 0.8	55 30.1	93 50.8	35 19.1	37 20.2	87 47.5	59 32.2	57 31.1	84 45.9	42 23.0
Total	22168 100.0	8847 39.9	9949 44.9	3372 15.2	6494 29.3	9686 43.7	5988 27.0	9119 41.1	9606 43.3	3443 15.5

(b) Private Industries

Under \$3000	2173 9.8	845 38.9	897 41.3	431 19.8	557 25.6	856 39.4	760 35.0	920 42.3	783 36.0	470 21.6
\$3000 - 3999	3530 15.9	1277 36.2	1578 44.7	675 19.1	927 26.3	1484 42.0	1119 31.7	1426 40.4	1485 42.1	619 17.5
\$4000 - 4999	6555 29.6	2202 33.6	3125 47.7	1228 18.7	1819 27.7	2881 44.0	1855 28.3	2670 40.7	2896 44.2	989 15.1
\$5000 - 5999	4909 22.1	1544 31.5	2511 51.2	854 17.4	1322 26.9	2359 48.1	1228 25.0	1985 40.4	2361 48.1	563 11.5
\$6000 - 6999	2332 10.5	694 29.8	1278 54.8	360 15.4	690 29.6	1167 50.0	475 20.4	900 38.6	1198 51.4	234 10.0
\$7000 and over	2486 11.2	744 29.9	1336 53.7	406 16.3	839 33.7	1197 48.1	450 18.1	830 33.4	1393 56.0	263 10.6
Salary not stated	183 0.8	49 26.8	94 51.4	40 21.9	33 18.0	92 50.3	58 31.7	64 35.0	88 48.1	31 16.9
Total	22168 100.0	7355 33.2	10819 48.8	3994 18.0	6187 27.9	10036 45.3	5945 26.8	8795 39.7	10204 46.0	3169 14.3











TABLE 41: EMPLOYER INCENTIVES TOWARD BILINGUALISM

(a) Federal Government

Responses by Language Spoken in the Home

Language Spoken in Home of Respondents	Total Response to Survey		Training Classes in Working Hours						Training Classes Outside Working Hours						An Allowance to Employees Who Reach Proficiency in Both English and French					
	Survey		YES			NO			NOT STAT.			YES			NO			NOT STAT.		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%		
English	15078	68.0	5039	33.4	8321	55.2	1718	11.4	3471	23.0	8180	54.3	3427	22.7	4367	29.0	8431	55.9	2280	15.1
French	4102	18.5	2456	59.9	609	14.8	1037	25.3	2003	48.8	535	13.0	1564	38.1	3071	74.9	323	7.9	708	17.3
Other	163	0.7	53	32.5	84	51.5	26	16.0	37	22.7	84	51.5	42	25.8	55	33.7	77	47.2	31	19.0
English & French	1698	7.7	866	51.0	375	22.1	457	26.9	750	44.2	289	17.0	659	38.8	1220	71.8	232	13.7	246	14.5
English & Other	902	4.1	333	36.9	476	52.8	93	10.3	178	19.7	523	58.0	201	22.3	301	33.4	471	52.2	130	14.4
French & Other	6	-	4	66.7	2	33.3	-	-	3	50.0	1	16.7	2	33.3	5	83.3	-	-	1	16.7
Engl., Fr. & Oth.	83	0.4	45	54.2	22	26.5	16	19.3	26	31.3	24	28.9	33	39.8	54	65.1	18	21.7	11	13.3
Lang. not stated	136	0.6	51	37.5	60	44.1	25	18.4	26	19.1	50	36.8	60	44.1	46	33.8	54	39.7	36	26.5
Total	22168	100.0	8847	39.9	9949	44.9	3372	15.2	6494	29.3	9686	43.7	5988	27.0	9119	41.1	9606	43.3	3443	15.5

(b) Private Industries

English	15078	68.0	3983	26.4	9033	59.9	2062	13.7	3084	20.5	8529	56.6	3465	23.0	4108	27.2	8901	59.0	2069	13.7
French	4102	18.5	2221	54.1	657	16.0	1224	29.8	2093	51.0	495	12.1	1514	36.9	3082	75.1	364	8.9	656	16.0
Other	163	0.7	43	26.4	91	55.8	29	17.8	36	22.1	85	52.1	42	25.8	51	31.3	81	49.7	31	19.0
English & French	1698	7.7	756	44.5	414	24.4	528	31.1	750	44.2	305	18.0	643	37.9	1179	69.4	279	16.4	240	14.1
English & Other	902	4.1	266	29.5	534	59.2	102	11.3	161	17.8	542	60.1	199	22.1	270	29.9	505	56.0	127	14.1
French & Other	6	-	5	83.3	1	16.7	-	-	2	33.3	2	33.3	2	33.3	5	83.3	-	-	1	16.7
Engl., Fr. & Oth.	83	0.4	36	43.4	28	33.7	19	22.9	30	36.1	29	34.9	24	28.9	51	61.4	21	25.3	11	13.3
Lang. not stated	136	0.6	45	33.1	61	44.9	30	22.1	31	22.8	49	36.0	56	41.2	49	36.0	53	39.0	34	25.0
Total	22168	100.0	7355	33.2	10819	48.8	3994	18.0	6187	27.9	10036	45.3	5945	26.8	8795	39.7	10204	46.0	3169	14.3



TABLE 42: EMPLOYER INCENTIVES TOWARD BILINGUALISM

(a) Federal Government

Responses by Level of Education

Level of Education of Respondents	Total Response to Survey		Training Classes in Working Hours				Training Classes Outside Working Hours				An Allowance to Employees Who Reach Proficiency in Both English and French			
			YES		NO		YES		NO		YES		NO	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Att. Elem. School	508	2.3	208	40.9	203	40.0	97	19.1	121	23.8	157	30.9	230	45.3
Compl. Elem. School	1183	5.3	497	42.0	495	41.8	191	16.1	302	25.5	433	36.6	448	37.9
Att. Sec. School	5937	26.8	2246	37.8	2746	46.3	945	15.9	1540	25.9	2671	45.0	1726	29.1
Compl. Sec. School	9906	44.7	3998	40.4	4459	45.0	1449	14.6	2886	29.1	4495	45.4	2525	25.5
University Credits	2691	12.1	1094	40.7	1193	44.3	404	15.0	942	35.0	1152	42.8	597	22.2
University Degree	1688	7.6	715	42.4	735	43.5	238	14.1	653	38.7	680	40.3	355	21.0
Educ. not stated	255	1.2	89	34.9	118	46.3	48	18.8	50	19.6	98	38.4	107	42.0
Total	22168	100.0	8847	39.9	9949	44.9	3372	15.2	6494	29.3	9686	43.7	5988	27.0

(b) Private Industries

Att. Elem. School	508	2.3	209	41.1	195	38.4	104	20.5	133	26.2	160	31.5	215	42.3	222	43.7	173	34.1	113	22.2
Compl. Elem. School	1183	5.3	441	37.3	527	44.5	215	18.2	301	25.4	453	38.3	429	36.3	488	41.3	457	38.6	238	20.1
Att. Sec. School	5937	26.8	1918	32.3	2926	49.3	1093	18.4	1433	24.1	2757	46.4	1747	29.4	2193	36.9	2798	47.1	946	15.9
Compl. Sec. School	9906	44.7	3264	32.9	4898	49.4	1744	17.6	2796	28.2	4619	46.6	2491	25.1	3891	39.3	4692	47.4	1323	13.4
University Credits	2691	12.1	867	32.2	1337	49.7	487	18.1	877	32.6	1213	45.1	601	22.3	1180	43.8	1202	44.7	309	11.5
University Degree	1688	7.6	581	34.4	817	48.4	290	17.2	595	35.2	738	43.7	355	21.0	738	43.7	782	46.3	168	10.0
Educ. not stated	255	1.2	75	29.4	119	46.7	61	23.9	52	20.4	96	37.6	107	42.0	83	32.5	100	39.2	72	28.2
Total	22168	100.0	7355	33.2	10819	48.8	3994	18.0	6187	27.9	10036	45.3	5945	26.8	8795	39.7	10204	46.0	3169	14.3





TABLE 43: EXTENT TO WHICH EMPLOYEES SHOULD BE REQUIRED TO SPEAK THE LANGUAGE OF OTHER ETHNIC GROUPS  
WHERE THE LANGUAGE IS SPOKEN BY THE FOLLOWING PERCENTAGE OF THE PUBLIC SERVED

(a) Civil Servants

Responses by Province of Residence

Province of Residence of Respondents	Total Response to Survey	Percentage of Public Served up to:										Not Stated	No Require- ment		
		20%		30%		40%		50%		Total					
		No.	%	No.	%	No.	%	No.	%	No.	%				
Newfoundland	402	18	4.5	12	3.0	20	5.0	85	21.1	135	33.6	10	2.5	257	63.9
P.P. E. I.	216	4	1.9	7	3.2	12	5.6	59	27.3	82	38.0	5	2.3	129	59.7
Nova Scotia	944	35	3.7	20	2.1	72	7.6	210	22.2	337	35.7	51	5.4	556	58.9
New Brunswick	1203	31	2.6	30	2.5	57	4.7	182	15.1	300	25.0	99	8.2	804	66.8
Quebec	5299	336	6.3	150	2.8	293	5.5	960	18.1	1739	32.8	432	8.2	3128	59.0
Ontario	8696	225	2.6	183	2.1	397	4.6	1282	14.7	2087	24.0	601	6.9	6008	69.1
Manitoba	1051	21	2.0	29	2.8	44	4.2	145	13.8	239	22.8	53	5.0	759	72.2
Saskatchewan	838	17	2.0	12	1.4	25	3.0	141	16.8	195	23.3	27	3.2	616	73.5
Alberta	1674	29	1.7	23	1.4	57	3.4	242	14.5	351	21.0	79	4.7	1244	74.3
B. C.	1722	34	2.0	27	1.6	76	4.4	253	14.7	390	22.7	80	4.6	1252	72.7
Yukon or NWT.	74	1	1.4	1	1.4	6	8.1	10	13.5	18	24.3	2	2.7	54	73.0
Resid. not stated	49	2	4.1	1	2.0	2	4.1	7	14.3	12	24.5	5	10.2	32	65.3
Total	22168	753	3.4	495	2.2	1061	4.8	3576	16.1	5885	27.1	1444	6.4	14839	66.5





TABLE 44: EXTENT TO WHICH EMPLOYEES SHOULD BE REQUIRED TO SPEAK THE LANGUAGE OF OTHER ETHNIC GROUPS WHERE THE LANGUAGE IS SPOKEN BY THE FOLLOWING PERCENTAGE OF THE PUBLIC SERVED

(a) Civil Servants  
Responses by Sex

Sex of Respondents	Total Response to Survey	Percentage of Public Served up to:								Not Stated	No Require-ment					
		20%		30%		40%		50%				Total				
		No.	%	No.	%	No.	%	No.	%			No.	%			
Male	15562	70.2	517	3.3	394	2.5	777	5.0	2365	15.2	4053	26.0	824	5.3	10685	68.7
Female	6389	28.8	228	3.6	98	1.5	273	4.3	1179	18.5	1778	27.8	604	9.5	4007	62.7
Sex not stated	217	1.0	8	3.7	3	1.4	11	5.1	32	14.7	54	24.9	16	7.4	147	67.7
Total	22168	100.0	753	3.4	495	2.2	1061	4.8	3576	16.1	5885	27.1	1444	6.4	14839	66.5

(b) Employees in Industry

Male	15562 70.2	452 2.9	348 2.2	679 4.4	2169 13.9	3648 23.4	1149 7.4	10765 69.2
Female	6389 28.8	203 3.2	81 1.3	242 3.8	1124 17.6	1650 25.8	764 12.0	3975 62.2
Sex not stated	217 1.0	2 0.9	3 1.4	6 2.8	30 13.8	41 18.9	32 14.7	144 66.4
Total	22168 100.0	657 3.0	432 1.9	927 4.2	3323 15.0	5339 24.1	1945 8.8	14884 67.1



TABLE 45: EXTENT TO WHICH EMPLOYEES SHOULD BE REQUIRED TO SPEAK THE LANGUAGE OF OTHER ETHNIC GROUPS  
WHERE THE LANGUAGE IS SPOKEN BY THE FOLLOWING PERCENTAGE OF THE PUBLIC SERVED

(a) Civil Servants

Responses by Age

Age of Respondents	Total Response to Survey	Percentage of Public Served up to:										Not Stated	No Require-ment			
		20%		30%		40%		50%		Total						
		No.	%	No.	%	No.	%	No.	%	No.	%					
Under 25	1725	7.8	81	4.7	44	2.6	123	7.1	373	21.6	621	36.0	122	7.1	982	56.9
25 - 34	3900	17.6	163	4.2	111	2.8	225	5.8	708	18.2	1207	30.9	213	5.5	2480	63.6
35 - 44	6945	31.3	235	3.4	156	2.2	297	4.3	1026	14.8	1714	24.7	420	6.0	4811	69.3
45 - 54	6514	29.4	194	3.0	122	1.9	309	4.7	1006	15.4	1613	25.0	434	6.7	4449	68.3
55 and over	2938	13.3	77	2.6	60	2.0	103	3.5	445	15.1	685	23.3	233	7.9	2020	68.8
Age not stated	146	0.6	3	2.1	2	1.4	4	2.7	18	12.3	27	18.5	22	15.1	97	66.4
Total	22168	100.0	753	3.4	495	2.2	1061	4.8	3576	16.1	5885	27.1	1444	6.5	14839	66.9

(b) Employees in Industry

Under 25	1725	7.8	72	4.2	33	1.9	110	6.4	368	21.3	583	33.8	146	8.5	996	57.7
25 - 34	3900	17.6	142	3.6	101	2.6	212	5.4	652	16.7	1107	28.4	284	7.3	2509	64.3
35 - 44	6945	31.3	195	2.8	133	1.9	256	3.7	963	13.9	1547	22.3	565	8.1	4833	69.6
45 - 54	6514	29.4	170	2.6	115	1.8	254	3.9	924	14.2	1463	22.5	593	9.1	4458	68.4
55 and over	2938	13.3	74	2.5	48	1.6	92	3.1	399	13.6	613	20.9	327	11.1	1998	68.0
Age not stated	146	0.6	4	2.7	2	1.4	3	2.1	17	11.6	26	17.9	30	20.5	90	61.6
Total	22168	100.0	657	3.0	432	1.9	927	4.2	3323	15.0	5339	24.1	1945	8.8	14884	67.1



TABLE 46: EXTENT TO WHICH EMPLOYEES SHOULD BE REQUIRED TO SPEAK THE LANGUAGE OF OTHER ETHNIC GROUPS  
WHERE THE LANGUAGE IS SPOKEN BY THE FOLLOWING PERCENTAGE OF THE PUBLIC SERVED

(a) Civil Servants

Responses by Salary

Salary of Respondents	Total Response to Survey	Percentage of Public Served up to:										Not Stated	No Require- ment		
		20%		30%		40%		50%		Total					
		No.	%	No.	%	No.	%	No.	%	No.	%			No.	%
Under \$3000	2173 9.8	108	5.0	43	2.0	97	4.5	415	19.1	663	30.5	244	11.2	1266	58.3
\$3000 - 3999	3530 15.9	136	3.9	53	1.5	156	4.4	605	17.1	950	26.9	350	9.9	2230	63.2
\$4000 - 4999	6555 29.6	230	3.5	143	2.2	305	4.7	1103	16.8	1781	27.2	441	6.7	4333	66.1
\$5000 - 5999	4909 22.1	150	3.1	113	2.3	224	4.6	729	14.9	1216	24.8	212	4.3	3481	70.9
\$6000 - 6999	2332 10.6	66	2.8	56	2.4	124	5.3	359	15.4	605	25.9	77	3.3	1650	70.8
\$7000 and over	2486 11.2	58	2.3	81	3.3	149	6.0	345	13.9	633	25.4	94	3.8	1759	70.8
Salary not stated	183 0.8	5	2.7	6	3.3	6	3.3	20	10.9	37	20.2	26	14.2	120	65.6
Total	22168 100.0	753	3.4	495	2.2	1061	4.8	3576	16.1	5885	27.1	1444	6.4	14839	66.5

(b) Employees in Industry

Under \$3000	2173 9.8	84	3.9	30	1.4	85	3.9	399	18.4	598	27.5	297	13.7	1278	58.8
\$3000 - 3999	3530 15.9	122	3.5	45	1.3	134	3.8	571	16.2	872	24.7	440	12.5	2218	62.8
\$4000 - 4999	6555 29.6	196	3.0	131	2.0	276	4.2	1018	15.5	1621	24.8	612	9.3	4322	65.9
\$5000 - 5999	4909 22.1	135	2.8	96	2.0	188	3.8	678	13.8	1097	22.3	293	6.0	3519	71.7
\$6000 - 6999	2332 10.6	58	2.5	58	2.5	113	4.8	329	14.1	558	24.0	120	5.1	1654	70.9
\$7000 and over	2486 11.2	56	2.3	68	2.7	127	5.1	307	12.3	558	22.4	148	6.0	1780	71.6
Salary not stated	183 0.8	6	3.3	4	2.2	4	2.2	21	11.5	35	19.2	35	19.2	113	61.8
Total	22168 100.0	657	3.0	432	1.9	927	4.2	3323	15.0	5339	24.1	1945	8.8	14884	67.1





TABLE 47: EXTENT TO WHICH EMPLOYEES SHOULD BE REQUIRED TO SPEAK THE LANGUAGE OF OTHER ETHNIC GROUPS  
WHERE THE LANGUAGE IS SPOKEN BY THE FOLLOWING PERCENTAGE OF THE PUBLIC SERVED

(a) Civil Servants

Responses by Fluency of Language

Fluency of Language of	Total Response to Survey	Percentage of Public Served up to:										Not Stated	No Require- ment				
		20%		30%		40%		50%		Total							
		No.	%	No.	%	No.	%	No.	%	No.	%						
Respondents		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%		
	English	14870	67.1	302	2.0	280	1.9	645	4.3	2210	14.9	3437	23.1	847	5.7	10586	71.2
	French	512	2.3	45	8.8	13	2.5	29	5.7	84	16.4	171	33.4	82	16.0	259	50.6
	Other	15	0.1	2	13.3	1	6.7	-	-	3	20.0	6	40.0	1	6.7	8	53.3
	English & French	5233	23.6	340	6.5	168	3.2	309	5.9	989	18.9	1806	34.5	406	7.8	3021	57.7
	English & Other	844	3.8	35	4.1	20	2.4	41	4.9	183	21.7	279	33.1	38	4.5	527	62.4
	French & Other	9	-	1	11.1	-	-	-	-	2	22.2	3	33.3	-	-	6	66.7
	Engl., Fr. & Oth.	279	1.3	15	5.4	7	2.5	18	6.5	61	21.9	101	36.2	18	6.5	160	57.3
	Lang. not stated	406	1.8	13	3.2	6	1.5	19	4.7	44	10.8	82	20.2	52	12.8	272	67.0
Total		22168	100.0	753	3.4	495	2.2	1061	4.8	3576	16.1	5885	27.1	1444	6.4	14839	66.5

(b) Employees in Industry

English	14870	67.1	253	1.7	247	1.7	553	3.7	2043	13.7	3096	20.8	1175	7.9	10599	71.3
French	512	2.3	34	6.6	11	2.1	23	4.5	75	14.6	143	27.9	90	17.6	279	54.5
Other	15	0.1	1	6.7	1	6.7	-	-	3	20.0	5	33.3	1	6.7	9	60.0
English & French	5233	23.6	316	6.0	140	2.7	287	5.5	927	17.7	1670	31.9	534	10.2	3029	57.9
English & Other	844	3.8	31	3.7	18	2.1	35	4.1	172	20.4	256	30.3	55	6.5	533	63.2
French & Other	9	-	1	11.1	-	-	1	11.1	1	11.1	3	33.3	-	-	6	66.7
Engl., Fr. & Oth.	279	1.3	15	5.4	7	2.5	13	4.7	56	20.1	91	32.6	19	6.8	169	60.6
Lang. not stated	406	1.8	6	1.5	8	2.0	15	3.7	46	11.3	75	18.5	71	17.5	260	64.0
Total	22168	100.0	657	3.0	432	1.9	927	4.2	3323	15.0	5339	24.1	1945	8.8	14884	67.1



TABLE 48: EXTENT TO WHICH EMPLOYEES SHOULD BE REQUIRED TO SPEAK THE LANGUAGE OF OTHER ETHNIC GROUPS WHERE THE LANGUAGE IS SPOKEN BY THE FOLLOWING PERCENTAGE OF THE PUBLIC SERVED

(a) Civil Servants

Responses by Language Spoken in the Home

Language Spoken in Home of Respondents	Total Response to Survey	Percentage of Public Served up to:										Not Stated	No Require-ment			
		20%		30%		40%		50%		Total						
		No.	%	No.	%	No.	%	No.	%	No.	%					
English	15078	68.0	309	2.0	271	1.8	635	4.2	2246	14.9	3461	23.0	847	5.6	10770	71.4
French	4102	18.5	253	6.2	119	2.9	234	5.7	753	18.4	1359	33.1	359	8.8	2384	58.1
Other	163	0.7	9	5.5	7	4.3	13	8.0	25	15.3	54	33.1	7	4.3	102	62.6
English & French	1698	7.7	128	7.5	63	3.7	105	6.2	315	18.6	611	36.0	156	9.2	931	54.8
English & Other	902	4.1	41	4.5	30	3.3	61	6.8	196	21.7	328	36.4	48	5.3	526	58.3
French & Other	6	-	1	16.7	-	-	-	-	1	16.7	2	33.3	-	-	4	66.7
Engl., Fr. & Oth.	83	0.4	7	8.4	4	4.8	5	6.0	24	28.9	40	48.2	8	9.6	35	42.2
Lang. not stated	136	0.6	5	3.7	1	0.7	8	5.9	16	11.8	30	22.1	19	14.0	87	64.0
Total	22168	100.0	753	3.4	495	2.2	1061	4.8	3576	16.1	5885	27.1	1444	6.5	14839	66.9

(b) Employees in Industry

English	15078	68.0	253	1.7	244	1.6	546	3.6	2062	13.7	3105	20.6	1186	7.9	10787	71.5
French	4102	18.5	237	5.8	92	2.2	219	5.3	709	17.3	1257	30.7	445	10.8	2400	58.5
Other	163	0.7	7	4.3	7	4.3	10	6.1	27	16.6	51	31.3	15	9.2	97	59.5
English & French	1698	7.7	113	6.7	60	3.5	94	5.5	301	17.7	568	33.4	205	12.1	925	54.5
English & Other	902	4.1	40	4.4	25	2.8	48	5.3	187	20.7	300	33.2	63	7.0	539	59.8
French & Other	6	-	1	16.7	-	-	-	-	-	-	1	16.7	1	16.7	4	66.7
Engl., Fr. & Oth.	83	0.4	4	4.8	3	3.6	3	3.6	21	25.3	31	37.4	8	9.6	44	53.0
Lang. not stated	136	0.6	2	1.5	1	0.7	7	5.1	16	11.8	26	19.1	22	16.2	88	64.7
Total	22168	100.0	657	3.0	432	1.9	927	4.2	3323	15.0	5339	24.1	1945	8.8	14884	67.1



TABLE 49: EXTENT TO WHICH EMPLOYEES SHOULD BE REQUIRED TO SPEAK THE LANGUAGE OF OTHER ETHNIC GROUPS  
WHERE THE LANGUAGE IS SPOKEN BY THE FOLLOWING PERCENTAGE OF THE PUBLIC SERVED

(a) Civil Servants

Responses by Level of Education

Level of Education of Respondents	Total Response to Survey	Percentage of Public Served up to:										Not Stated	No Require-ment		
		20%		30%		40%		50%		Total					
		No.	%	No.	%	No.	%	No.	%	No.	%			No.	%
Att. Elem. School	508 2.3	36	7.1	13	2.6	11	2.2	47	9.3	107	21.0	79	15.6	322	63.4
Compl. Elem. School	1183 5.3	62	5.2	14	1.2	45	3.8	158	13.4	279	23.6	133	11.2	771	65.2
Att. Sec. School	5937 26.8	189	3.2	118	2.0	245	4.1	955	16.1	1507	25.3	467	7.9	3963	66.8
Compl. Sec. School	9906 44.7	304	3.1	209	2.1	480	4.8	1679	16.9	2672	27.0	529	5.3	6705	67.7
University Credits	2691 12.1	87	3.2	82	3.0	167	6.2	429	15.9	765	28.4	115	4.3	1811	67.3
University Degree	1688 7.6	64	3.8	56	3.3	103	6.1	284	16.8	507	30.1	68	4.0	1113	65.9
Educ. not stated	255 1.2	11	4.3	3	1.2	10	3.9	24	9.4	48	18.8	53	20.8	154	60.4
Total	22168 100.0	753	3.4	495	2.2	1061	4.8	3576	16.1	5885	27.1	1444	6.5	14839	66.9

(b) Employees in Industry

Att. Elem. School	508 2.3	24	4.7	9	1.8	11	2.2	44	8.7	88	17.3	95	18.7	325	64.0
Compl. Elem. School	1183 5.3	46	3.9	16	1.4	42	3.6	146	12.3	250	21.1	175	14.8	758	64.1
Att. Sec. School	5937 26.8	177	3.0	92	1.5	217	3.7	867	14.6	1353	22.8	607	10.2	3977	67.0
Compl. Sec. School	9906 44.7	281	2.8	187	1.9	428	4.3	1598	16.1	2494	25.2	714	7.2	6698	67.6
University Credits	2691 12.1	70	2.6	80	3.0	134	5.0	393	14.6	677	25.2	186	6.9	1828	67.9
University Degree	1688 7.6	52	3.1	45	2.7	88	5.2	253	15.0	438	25.9	108	6.4	1142	67.7
Educ. not stated	255 1.2	7	2.7	3	1.2	7	2.7	22	8.6	39	15.2	60	23.5	156	61.2
Total	22168 100.0	657	3.0	432	1.9	927	4.2	3323	15.0	5339	24.1	1945	8.8	14884	67.1





TABLE 50: EXTENT TO WHICH BILINGUALISM AND BICULTURALISM SHOULD BE PROMOTED IN CANADA BY THE FEDERAL GOVERNMENT, INDUSTRIAL ENTERPRISES AND PRIVATE OR COMMUNITY ORGANIZATIONS

## Responses by Province of Residence

Province of Residence of Respondents	Total Response to Survey	(a) Federal Government				(b) Industrial Enterprises				(c) Private or Community Organizations										
		YES		NO		NOT STAT.		YES		NO		NOT STAT.								
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%							
Newfoundland	402	1.8	150	37.3	233	58.0	19	4.7	127	31.6	217	54.0	58	14.4	134	33.3	209	52.0	59	14.7
P. E. I.	216	1.0	87	40.3	117	54.2	12	5.6	71	32.9	122	56.5	23	10.6	75	34.7	121	56.0	20	9.3
Nova Scotia	944	4.3	359	38.0	545	57.7	40	4.2	280	29.7	532	56.4	132	14.0	297	31.5	513	54.3	134	14.2
New Brunswick	1203	5.4	439	36.5	687	57.1	77	6.4	380	31.6	661	54.9	162	13.5	391	32.5	637	53.0	175	14.5
Quebec	5299	23.9	4256	80.3	396	7.5	647	12.2	4456	84.1	453	8.5	390	7.4	4267	80.5	441	8.3	591	11.2
Ontario	8696	39.2	3168	36.4	5054	58.1	474	5.5	2495	28.7	5122	58.9	1079	12.4	2783	32.0	4783	55.0	1130	13.0
Manitoba	1051	4.7	280	26.6	729	69.4	42	4.0	216	20.6	734	69.8	101	9.6	275	26.2	677	64.4	99	9.4
Saskatchewan	838	3.8	213	25.4	602	71.8	23	2.7	165	19.7	614	73.3	59	7.0	194	23.2	581	69.3	63	7.5
Alberta	1674	7.6	367	21.9	1242	74.2	65	3.9	277	16.5	1219	72.8	178	10.6	336	20.1	1154	68.9	184	11.0
B. C.	1722	7.8	534	31.0	1125	65.3	63	3.7	377	21.9	1165	67.7	180	10.5	444	25.8	1080	62.7	198	11.5
Yukon or NWT.	74	0.3	22	29.7	50	67.6	2	2.7	13	17.6	49	66.2	12	16.2	17	23.0	46	62.2	11	14.9
Resid. not stated	49	0.2	15	30.6	23	46.9	11	22.4	14	28.6	23	46.9	12	24.5	18	36.7	19	38.8	12	24.5
Total	22168	100.0	9890	44.6	10803	48.7	1475	6.7	8871	40.0	10911	49.2	2386	10.8	9231	41.6	10261	46.3	2676	12.1







TABLE 52: EXTENT TO WHICH BILINGUALISM AND BICULTURALISM SHOULD BE PROMOTED IN CANADA BY THE FEDERAL GOVERNMENT, INDUSTRIAL ENTERPRISES AND PRIVATE OR COMMUNITY ORGANIZATIONS

## Responses by Age

Age of Respondents	Total Response to Survey	(a) Federal Government				(b) Industrial Enterprises				(c) Private or Community Organizations										
		YES		NO		NOT STAT.		YES		NO		NOT STAT.								
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%							
Under 25	1725	7.8	1060	61.4	560	32.5	105	6.1	988	57.3	604	35.0	133	7.7	947	54.9	619	35.9	159	9.2
25 - 34	3900	17.6	1961	50.3	1715	44.0	224	5.7	1817	46.6	1792	45.9	291	7.5	1846	47.3	1696	43.5	358	9.2
35 - 44	6945	31.3	2979	42.9	3531	50.8	435	6.3	2678	38.6	3543	51.0	724	10.4	2791	40.2	3354	48.3	800	11.5
45 - 54	6514	29.4	2661	40.9	3424	52.6	429	6.6	2309	35.4	3437	52.8	768	11.8	2484	38.1	3180	48.8	850	13.2
55 and over	2938	13.3	1192	40.6	1485	50.5	261	8.9	1046	35.6	1455	49.5	437	14.9	1122	38.2	1341	45.6	475	16.2
Age not stated	146	0.6	37	25.3	88	60.3	21	14.4	33	22.6	80	54.8	33	22.6	41	28.1	71	48.6	34	23.3
Total	22168	100.0	9890	44.6	10803	48.7	1475	6.7	8871	40.0	10911	49.2	2386	10.8	9231	41.6	10261	46.3	2676	12.1









TABLE 55: EXTENT TO WHICH BILINGUALISM AND BICULTURALISM SHOULD BE PROMOTED IN CANADA BY THE FEDERAL GOVERNMENT, INDUSTRIAL ENTERPRISES AND PRIVATE OR COMMUNITY ORGANIZATIONS

Responses by Language Spoken in the Home

Language Spoken in Home of Respondents	Total Response to Survey No. %	(a) Federal Government			(b) Industrial Enterprises			(c) Private or Community Organizations		
		YES		NOT STAT.	YES		NOT STAT.	YES		NOT STAT.
		No.	%		No.	%		No.	%	
English	15078 68.0	4555	30.2	703 4.7	3428	22.7	1777 11.8	3977	26.4	1856 12.3
French	4102 18.5	3487	85.0	554 13.5	3769	91.9	252 6.1	3545	86.4	441 10.8
Other	163 0.7	63	38.7	8 4.9	44	27.0	26 16.0	50	30.7	29 17.8
English & French	1698 7.7	1355	79.8	146 8.6	1301	76.6	180 10.6	1270	74.8	203 12.0
English & Other	902 4.1	329	36.5	37 4.1	236	26.2	109 12.1	300	33.3	103 11.4
French & Other	6 -	5	83.3	1 16.7	6	100.	-	5	83.3	1 16.7
Engl., Fr. & Oth.	83 0.4	53	63.9	4 4.8	53	63.9	6 7.2	51	61.4	5 6.0
Lang. not stated	136 0.6	43	31.6	22 16.2	34	25.0	36 26.5	33	24.3	38 27.9
Total	22168 100.0	9890	44.6	1475 6.7	8871	40.0	2386 10.8	9231	41.6	2676 12.1
					10911	49.2		10261	46.3	



TABLE 56: EXTENT TO WHICH BILINGUALISM AND BICULTURALISM SHOULD BE PROMOTED IN CANADA BY THE FEDERAL GOVERNMENT, INDUSTRIAL ENTERPRISES AND PRIVATE OR COMMUNITY ORGANIZATIONS

## Responses by Level of Education

Level of Education of Respondents	Total Response to Survey		(a) Federal Government						(b) Industrial Enterprises						(c) Private or Community Organizations					
			YES		NO		NOT STAT.		YES		NO		NOT STAT.		YES		NO		NOT STAT.	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Att. Elem. School	508	2.3	187	36.8	217	42.7	104	20.5	180	35.4	188	37.0	140	27.6	166	32.7	177	34.8	165	32.5
Comp'l. Elem. School	1183	5.3	480	40.6	552	46.7	151	12.8	453	38.3	501	42.3	229	19.4	437	36.9	484	40.9	262	22.1
Att. Sec. School	5937	26.8	2464	41.5	3080	51.9	393	6.6	2145	36.1	3039	51.2	753	12.7	2203	37.1	2894	48.7	840	14.1
Compl. Sec. School	9906	44.7	4459	45.0	4866	49.1	581	5.9	4039	40.8	4962	50.1	905	9.1	4199	42.4	4697	47.4	1010	10.2
University Credits	2691	12.1	1289	47.9	1274	47.3	128	4.8	1165	43.3	1333	49.5	193	7.2	1261	46.9	1220	45.3	210	7.8
University Degree	1688	7.6	931	55.2	694	41.1	63	3.7	815	48.3	779	46.1	94	5.6	894	53.0	684	40.5	110	6.5
Educ. not stated	255	1.2	80	31.4	120	47.1	55	21.6	74	29.0	109	42.7	72	28.2	71	27.8	105	41.2	79	31.0
Total	22168	100.0	9890	44.6	10803	48.7	1475	6.7	8871	40.0	10911	49.2	2386	10.8	9231	41.6	10261	46.3	2676	12.1





TABLE 57: EXTENT TO WHICH THE ROYAL COMMISSION ON BILINGUALISM AND BICULTURALISM  
SHOULD CONCERN ITSELF WITH THE SAFEGUARDING OF THE LANGUAGE AND CULTURE  
OF MINORITY GROUPS OTHER THAN ENGLISH AND FRENCH

Responses by Province of Residence

Province of Residence of Respondents	Total Response to Survey		YES		NO		NOT STATED	
	No.	%	No.	%	No.	%	No.	%
Newfoundland	402	1.8	113	28.1	279	69.4	10	2.5
P. E. I.	216	1.0	74	34.3	141	65.3	1	0.5
Nova Scotia	944	4.3	287	30.4	623	66.0	34	3.6
New Brunswick	1203	5.4	349	29.0	782	65.0	72	6.0
Quebec	5299	23.9	2050	38.7	2986	56.4	263	5.0
Ontario	8696	39.2	2475	28.5	5845	67.2	376	4.3
Manitoba	1051	4.7	361	34.3	658	62.6	32	3.0
Saskatchewan	838	3.8	274	32.7	541	64.6	23	2.7
Alberta	1674	7.6	445	26.6	1164	69.5	65	3.9
B. C.	1722	7.8	416	24.2	1247	72.4	59	3.4
Yukon or NWT.	74	0.3	20	27.0	52	70.3	2	2.7
Resid. not stated	49	0.2	11	22.4	32	65.3	6	12.2
Total	22168	100.0	6875	31.0	14350	64.7	943	4.3



TABLE 58: EXTENT TO WHICH THE ROYAL COMMISSION ON BILINGUALISM AND BICULTURALISM SHOULD CONCERN ITSELF WITH THE SAFEGUARDING OF THE LANGUAGE AND CULTURE OF MINORITY GROUPS OTHER THAN ENGLISH AND FRENCH

Responses by Sex

Sex of Respondents	Total Response to Survey		YES		NO		NOT STATED	
	No.	%	No.	%	No.	%	No.	%
Male	15562	70.2	4657	29.9	10403	66.8	502	3.2
Female	6389	28.8	2150	33.7	3814	59.7	425	6.7
Sex not stated	217	1.0	68	31.3	133	61.3	16	7.4
Total	22168	100.0	6875	31.0	14350	64.7	943	4.3



TABLE 59: EXTENT TO WHICH THE ROYAL COMMISSION ON BILINGUALISM AND BICULTURALISM SHOULD CONCERN ITSELF WITH THE SAFEGUARDING OF THE LANGUAGE AND CULTURE OF MINORITY GROUPS OTHER THAN ENGLISH AND FRENCH

Responses by Age

Age of Respondents	Total Response to Survey		YES		NO		NOT STATED	
	No.	%	No.	%	No.	%	No.	%
Under 25	1725	7.8	666	38.6	988	57.3	71	4.1
25 - 34	3900	17.6	1265	32.4	2500	64.1	135	3.5
35 - 44	6945	31.3	2190	31.5	4496	64.7	259	3.7
45 - 54	6514	29.4	1942	29.8	4281	65.7	291	4.5
55 and over	2938	13.3	778	26.5	1987	67.6	173	5.9
Age not stated	146	0.6	34	23.3	98	67.1	14	9.6
Total	22168	100.0	6875	31.0	14350	64.7	943	4.3





TABLE 60: EXTENT TO WHICH THE ROYAL COMMISSION ON BILINGUALISM AND BICULTURALISM SHOULD CONCERN ITSELF WITH THE SAFEGUARDING OF THE LANGUAGE AND CULTURE OF MINORITY GROUPS OTHER THAN ENGLISH AND FRENCH

Responses by Salary

Salary of Respondents	Total Response to Survey		YES		NO		NOT STATED	
	No.	%	No.	%	No.	%	No.	%
Under \$3000	2173	9.8	780	35.9	1225	56.4	168	7.7
\$3000 - 3999	3530	15.9	1154	32.7	2148	60.8	228	6.5
\$4000 - 4999	6555	29.6	2087	31.8	4198	64.0	270	4.1
\$5000 - 5999	4909	22.1	1430	29.1	3329	67.8	150	3.1
\$6000 - 6999	2332	10.6	678	29.1	1606	68.9	48	2.1
\$7000 and over	2486	11.2	697	28.0	1730	69.6	59	2.4
Salary not stated	183	0.8	49	26.8	114	62.3	20	10.9
Total	22168	100.0	6875	31.0	14350	64.7	943	4.3



TABLE 61: EXTENT TO WHICH THE ROYAL COMMISSION ON BILINGUALISM AND BICULTURALISM SHOULD CONCERN ITSELF WITH THE SAFEGUARDING OF THE LANGUAGE AND CULTURE OF MINORITY GROUPS OTHER THAN ENGLISH AND FRENCH

Responses by Fluency of Language

Fluency of Language of Respondents	Total Response to Survey		YES		NO		NOT STATED	
	No.	%	No.	%	No.	%	No.	%
English	14870	67.1	3989	26.8	10320	69.4	561	3.8
French	512	2.3	183	35.7	287	56.1	42	8.2
Other	15	0.1	8	53.3	5	33.3	2	13.3
English & French	5233	23.6	2087	39.9	2892	55.3	254	4.9
English & Other	844	3.8	369	43.7	450	53.3	25	3.0
French & Other	9	-	3	33.3	6	66.7	-	-
Engl., Fr. & Other	279	1.3	120	43.0	145	52.0	14	5.0
Lang. not stated	406	1.8	116	28.6	245	60.3	45	11.1
Total	22168	100.0	6875	31.0	14350	64.7	943	4.3



TABLE 62: EXTENT TO WHICH THE ROYAL COMMISSION ON BILINGUALISM AND BICULTURALISM SHOULD CONCERN ITSELF WITH THE SAFEGUARDING OF THE LANGUAGE AND CULTURE OF MINORITY GROUPS OTHER THAN ENGLISH AND FRENCH

Responses by Language Spoken in the Home

Language Spoken in Home of Respondents	Total Response to Survey		YES		NO		NOT STATED	
	No.	%	No.	%	No.	%	No.	%
English	15078	68.0	4002	26.5	10517	69.8	559	3.7
French	4102	18.5	1602	39.1	2285	55.7	215	5.2
Other	163	0.7	73	44.8	84	51.5	6	3.7
English & French	1698	7.7	704	41.5	892	52.5	102	6.0
English & Other	902	4.1	410	45.5	451	50.0	41	4.5
French & Other	6	-	1	16.7	5	83.3	-	-
Engl., Fr. & Other	83	0.4	41	49.4	38	45.8	4	4.8
Lang. not stated	136	0.6	42	30.9	78	57.4	16	11.8
Total	22168	100.0	6875	31.0	14350	64.7	943	4.3





TABLE 63: EXTENT TO WHICH THE ROYAL COMMISSION ON BILINGUALISM AND BICULTURALISM SHOULD CONCERN ITSELF WITH THE SAFEGUARDING OF THE LANGUAGE AND CULTURE OF MINORITY GROUPS OTHER THAN ENGLISH AND FRENCH

Responses by Level of Education

Level of Education of Respondents	Total Response to Survey		YES		NO		NOT STATED	
	No.	%	No.	%	No.	%	No.	%
Att. Elem. School	508	2.3	162	31.9	291	57.3	55	10.8
Compl. Elem. School	1183	5.3	345	29.2	751	63.5	87	7.4
Att. Sec. School	5937	26.8	1778	29.9	3889	65.5	270	4.5
Compl. Sec. School	9906	44.6	3096	31.3	6460	65.2	350	3.5
University Credits	2691	12.1	854	31.7	1749	65.0	88	3.3
University Degree	1688	7.6	562	33.3	1075	63.7	51	3.0
Educ. not stated	255	1.2	78	30.6	135	52.9	42	16.5
Total	22168	100.0	6875	31.0	14350	64.7	943	4.3







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